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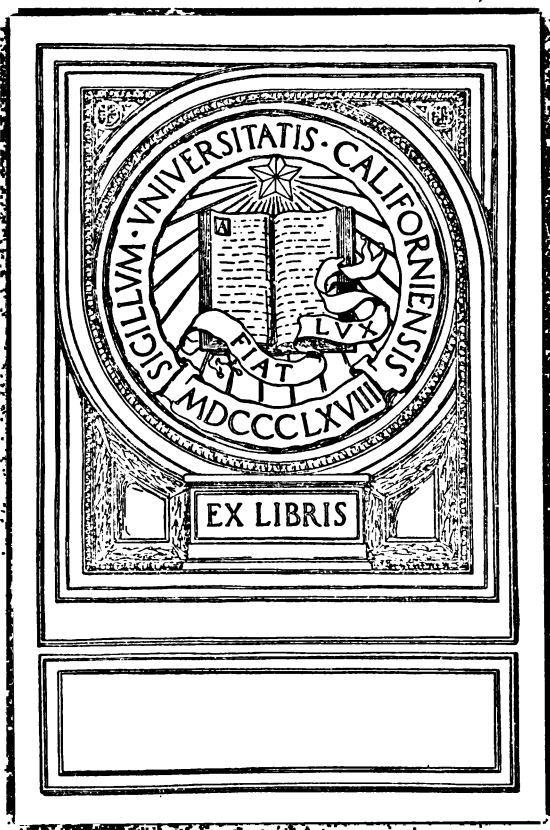
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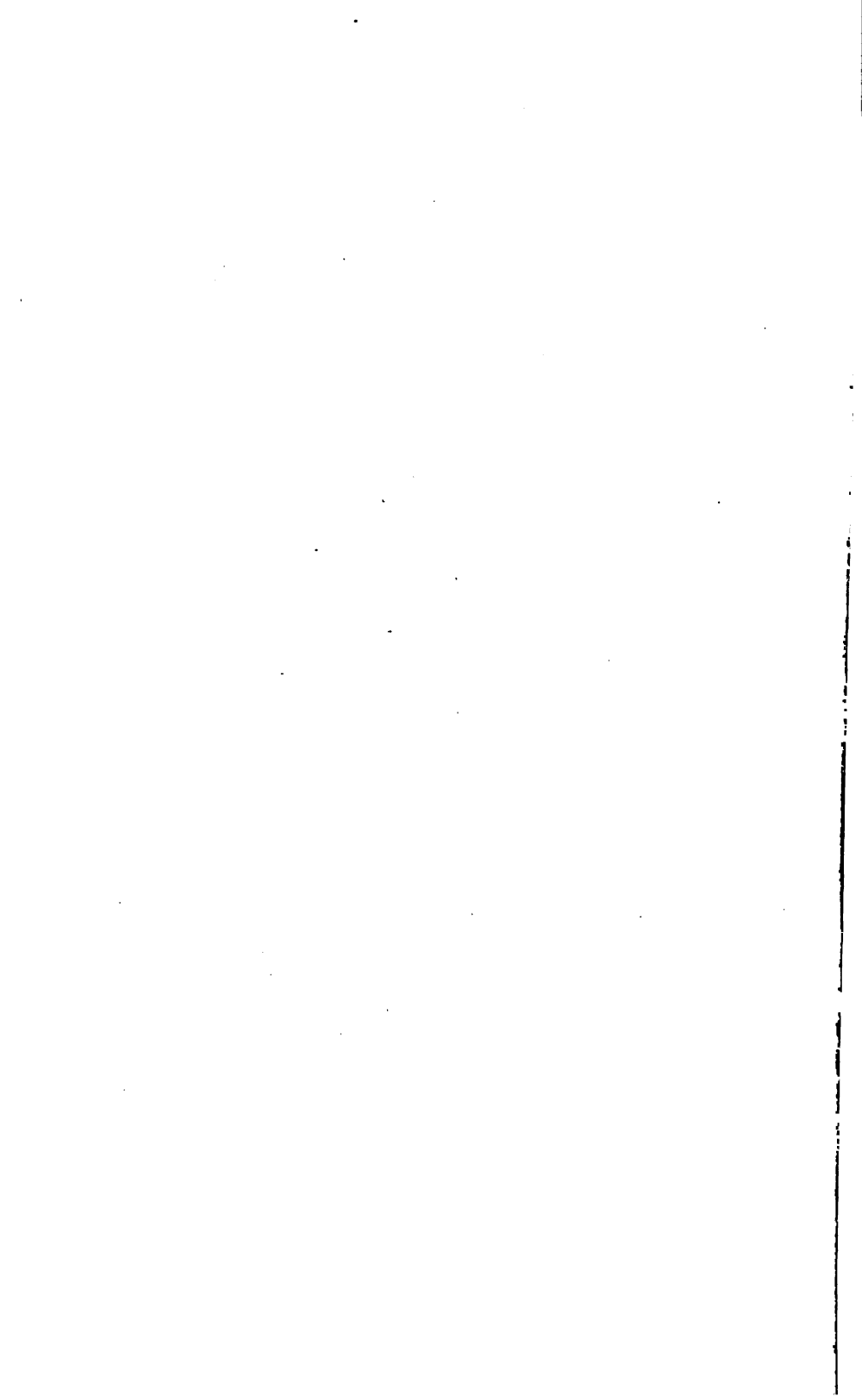
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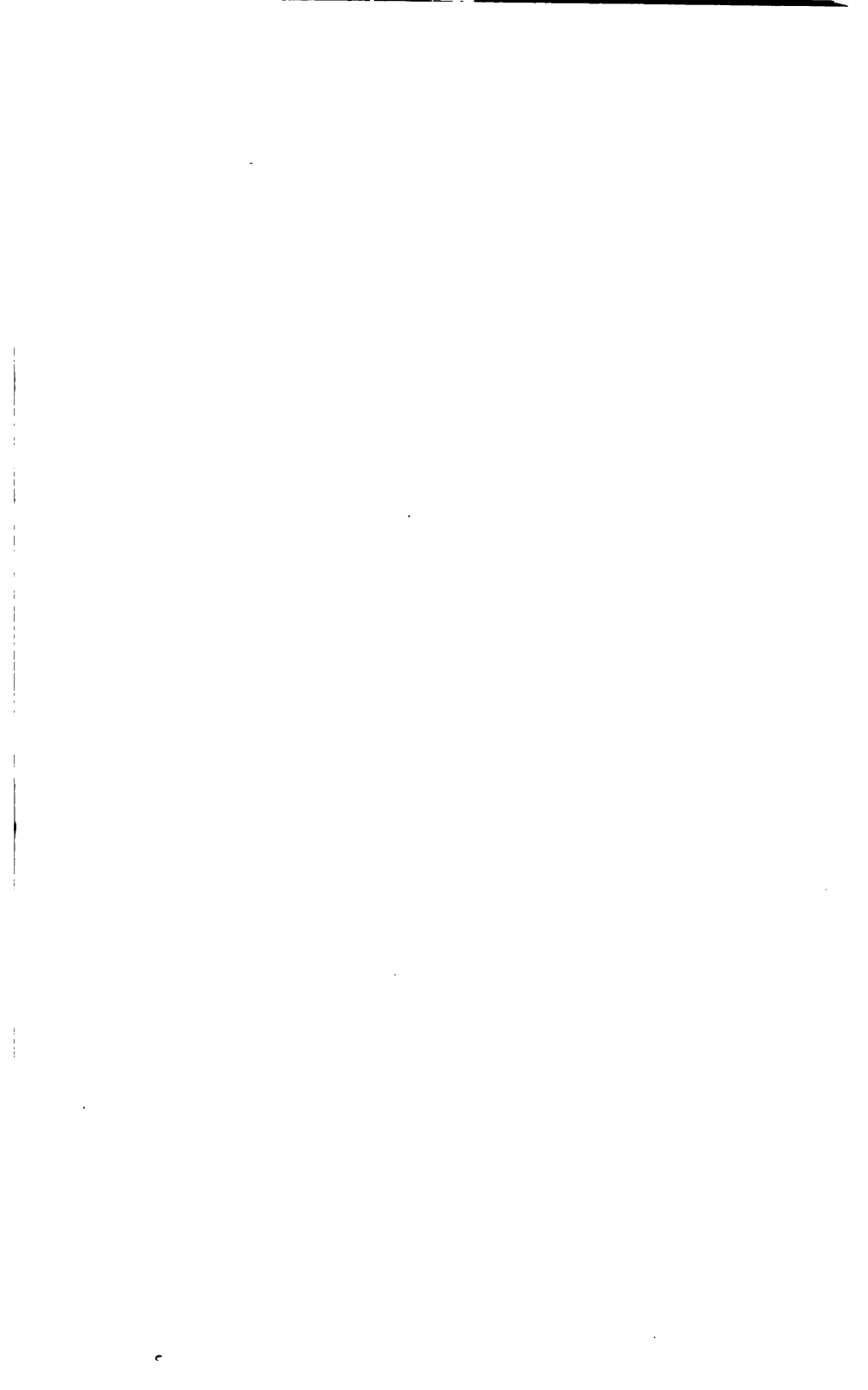
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SEVENTH BIENNIAL REPORT

OF THE

BUREAU OF LABOR STATISTICS

OF THE

STATE OF CALIFORNIA,

FOR THE YEARS 1895—1896.

E. L. FITZGERALD, - - - COMMISSIONER.



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STATE OF CALIFORNIA,

BUREAU OF LABOR STATISTICS. }

To his Excellency JAMES H. BUDD, Governor of California:

SIR: I have the honor to submit herewith the Seventh Bien-
nial Report of the Bureau of Labor Statistics for the years 1895
and 1896.

Yours, very respectfully,

E. L. FITZGERALD,

Commissioner.

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SEVENTH BIENNIAL REPORT

OF THE

BUREAU OF LABOR STATISTICS.

INTRODUCTION.

THE BUREAU OF LABOR STATISTICS.

Section 3 of an Act to establish and support a Bureau of Labor Statistics, approved March 3, 1883, provides: "It shall be the duty of the Commissioner to collect, assort, systematize, and present, in biennial reports to the Legislature, statistical details, relating to all departments of labor in the State, such as the hours and wages of labor, cost of living, amount of labor required, estimated number of persons depending on daily labor for their support, the probable chances of all being employed, the operation of labor-saving machinery in its relation to hand labor, etc. Said statistics may be classified as follows:

- "First—In agriculture;
- "Second—In mechanical and manufacturing industries;
- "Third—In mining;
- "Fourth—In transportation on land and water;
- "Fifth—In clerical and all other skilled and unskilled labor not above enumerated;
- "Sixth—The amount of cash capital invested in lands, buildings, machinery, material, and means of production and distribution generally;
- "Seventh—The number, age, sex, and condition of persons employed; the nature of their employment; the extent to which the apprenticeship system prevails in the various skilled industries; the number of hours of labor per day; the average length of time employed per annum, and the net wages received in each of the industries and employments enumerated;
- "Eighth—The number and condition of the unemployed, their age, sex, and nationality; together with the causes of their idleness;
- "Ninth—The sanitary condition of lands, workshops, dwellings; the number and size of rooms occupied by the poor, etc.; the cost of rent, fuel, food, clothing, and water in each locality of the State; also, the extent to which labor-saving processes are employed to the displacement of hand labor;
- "Tenth—The number, condition, and nature of the employment of

the inmates of the State prisons, county jails, and reformatory institutions, and to what extent their employment comes in competition with the labor of mechanics, artisans, and laborers outside of these institutions;

"Eleventh—All such other information in relation to labor as the Commissioner may deem essential to further the object sought to be obtained by this statute, together with such strictures on the condition of labor and the probable future of the same as he may deem good and salutary to insert in his biennial reports."

Therefore, it will be seen that, for thirteen years since the passage of the Act creating the Bureau of Labor Statistics, the department has been maintained only for the purpose of collecting data relative to the condition of labor and the industries of the State, without having been placed in the position of treating these conditions practically, but from a mere theoretical standpoint; and without reflecting upon the efficient work of my predecessors, I am free to say that a department created solely for the collection of statistics, in this or any other State, restricted to a small appropriation with which to maintain a headquarters, pay salaries, and traveling expenses incident to investigations, is a useless and extravagant waste of public funds, by reason of the fact that to achieve any success in this work a staff of efficient agents, with sufficient funds to accomplish the work, is absolutely essential; otherwise, information is taken second-hand from different prints, relying largely upon the reports and bulletins of the U. S. Census Department, a department thoroughly equipped in a manner to carry the investigation of the different subjects to the minutest detail. The State report prepared under the foregoing conditions is only the process of skimming over the subject and filling up a sufficient space to make a showing, and under the circumstances I would have but two suggestions to make: Either abolish such a department, or equip it with sufficient funds to accomplish the work.

As these conditions confronted me upon taking charge of the office, I became determined to transform it into a department of practical usefulness by the inauguration of, first, a free-employment system; second, a Bureau of Labor in the sense that it would be maintained for the purpose of rendering assistance to labor in advising in case of grievance, taking up all conditions to which labor is subjected, aiding and advising in every way that I could to the benefit of the working classes; third, the prosecution of the work, as required by law, in the collection of statistics and reporting the industrial and laboring conditions of the State.

FREE-EMPLOYMENT SYSTEM.

This feature of the work has resulted in the greatest success. Under the appropriation of \$4,500 allowed for all purposes, the department has been instituted, with the result that over 5,800 people have been given work free of charge, with a saving of over \$15,000 to them. Under adverse circumstances the work was carried on, until the following gentlemen showed their appreciation of the work and raised a subscription of \$1,000, providing for a change of location and increase of facilities: Spring Valley Water Co.; San Francisco Savings and Loan Society; Louis Sloss; Murphy, Grant & Co.; Dunham, Carrigan & Co.; Bank of California; Nevada Bank; San Francisco Breweries; Wells, Fargo & Co.; J. L. Flood; Comptoire d'Escompte Paris; London, Paris,

and American Bank; Hibernia Bank; J. D. Phelan; Christy & Wise; A. C. Freese; Edison Light and Power Co.; Selby Smelting and Lead Co.; Geo. W. Gibbs Co.; Fireman's Fund Insurance Co.; Anglo-Californian Bank; Miller & Lux; W. M. Hinton; San Francisco Gas Light Co.; M. A. Gunst; C. F. Crocker; Lloyd Tevis; John D. Siebe; C. F. Curry; City Improvement Co.; P. Beamish; Bank of British Columbia; Studebaker Bros.; John Rosenfeld; Savings and Loan Society; Hibernia Brewery; Raphael & Co.; Dr. de Laveaga; Humboldt Bank; A. Borel & Co.; Gen. W. H. Dimond; Easton & Eldridge; Moore, Hunt & Co.; Hobbs, Wall & Co.; Sperry Flour Co.; Grace & Co.; Pope & Talbot; Prager & Sons (Red Front); Morosco Theater; Coburn, Tevis & Co.; T. J. Glynn; Jackson Brewery; A. C. Widder; Japanese Bank; Metzger & Franklin; W. H. Hart; Judge J. A. Campbell; Great American Tea Co.; C. R. Allen; Hornlein & Co.; J. N. Block; Friedlander & Gottlob; A. P. Black; Judge F. Kerrigan.

This work thus far carried on, in comparison with the Ohio system, shows that in six months five offices in that State furnished 8,982 situations at a cost of \$5,000; while our system, with one office, has furnished situations to 5,845 persons, without any extra cost beyond that which has been allowed the department for the past thirteen years.

It is not the work of an individual, but of the State; but the success of an undertaking of this kind is entirely dependent upon those who directly handle its affairs, more particularly those who are in daily contact with the employer and help, and only time and continuity can perfect them in the work, as an intimate knowledge of the requirements of those desiring help, and a familiarity with the characteristics of those seeking assistance, are the essential factors in the success of the work. So much for the work itself; but beyond this, the great assistance and encouragement the work has derived have been through the kindly offices of the press, which has at all times extended a helping hand by conveying to the knowledge of their thousands of readers the necessity of maintaining the system, and giving their time and space in its benefits, and I fully recognize that my feeble efforts without this mighty help would have been futile; therefore, to the press I desire to extend my hearty and sincere thanks, and in this regard I desire to call attention to public opinion as expressed in the following editorial, which depicted the difficulties and hazards connected with the experiment. I quote from the "Examiner" of July 18, 1895, the following:

THE LABOR COMMISSIONER'S GOOD WORK.

Labor Commissioner Fitzgerald is pushing his free-employment agency with energy and apparent success. If he can carry out his ideas he will have done much toward solving the problem of the unemployed.

Of course, Mr. Fitzgerald is fully aware of the difficulties to be overcome. State employment bureaus in Europe have usually been impaled upon one or the other horn of a fatal dilemma. If they exercised discrimination among applicants, they made themselves a mere convenience to capable workmen, who would have been likely, eventually, to find work without them, and left a mass of idleness and distress untouched, while if they registered all applicants indiscriminately, they found themselves overrun with worthless vagabonds and acquired such a bad reputation among employers that they became unable to find situations for their clients.

The general term, "the unemployed," covers a wide variety of cases. Some excellent workmen lose employment when dull times close the establishments in which they have been working or compel a reduction of force. Others lose their jobs from business transfers or consolidations, or the caprice of employers. Others are thrown out of work by sickness, or by drink. Then there are the willing and deserving, but not very capable, men who are the first to be dropped when business was slack; the entirely incapable, who can never hold a job for any length of time; the lazy and unscrupulous, who do

not want to work and are only looking for a chance to impose on somebody's good nature, and even the criminal, who look for situations merely to secure opportunities for theft. All of these classes require different methods of treatment.

Mr. Fitzgerald has begun with the intention of making this Bureau of service to the largest possible number of workmen, and at the same time he is determined not to allow it to be swamped by disreputable bummers. He proposes to keep a record of the performance of each man he sends out, so that he can know whether it will be safe to recommend him again. Men who abuse the privileges of the agency will not have a chance to repeat the offense.

We trust that the Labor Commissioner's commendable effort may succeed. It ought to have the cordial coöperation of employers. When fifty men are needed at short notice, let the experiment be tried of applying to Mr. Fitzgerald, instead of to a Chinese boss, and let the record of each man be conscientiously kept and transmitted to the Bureau. Then the experiment of bringing work and muscle together will have a fair trial, and if it succeed, the problem of the unemployed will be reduced to manageable proportions.

And from the "Evening Post" of August 25, 1896, after the department had been in existence one year:

LAWS FOR LABOR.

There are many signs that Mr. Fitzgerald, Commissioner of the State Bureau of Labor Statistics, is going to develop that department into a useful arm of the State government. He has drafted eighteen bills, which will be submitted to the next Legislature. They are designed to organize the Bureau into a vast State employment agency. He proposes establishing branches in Los Angeles and Sacramento, and, by keeping the heads of all three in close communication, to facilitate the quick transfer of labor to the points where it is wanted, to prevent robbery and extortion by employment agents, and to save to labor the fees now paid for bringing employer and laborer together.

This system cannot fail to be of immense benefit to the laboring classes, and if Mr. Fitzgerald will gather about him a few men who are as enthusiastic upon the subject as he is, he can hardly fall short of systematizing his plan before the expiration of his term so that it will become a useful and permanent State institution. Labor is of sufficient importance to the State to be well cared for. The few dollars necessary to protect workmen and women from dishonest employers, and to get the former where the latter want them, are a mere bagatelle when the results are considered.

The Bureau of Labor Statistics has long been a useless institution. It was established as a sop to the workmen, and all that its chief has ever done has been to draw his salary and "do politics" for the Governor who appointed him. Mr. Fitzgerald, however, appears to have a different conception of his duty. He has diversified his political duties with a gratifying attempt to make something out of a useless and expensive office. We hope he will succeed.

The success of the department has been achieved through the careful manner in which it has been conducted. In the selection of persons to fill positions (the calls for which have been so fraught with specifications that the strictest care has been necessary in the selection), I have at times been obliged to overlook those I would like to help and give positions to others less deserving. Objections to help cover an infinite ground, and the preferences for certain ages and nationalities, and even so far as objecting to persons who were identified with unions, have restricted the operation of the department, and called for the censure of applicants and their associates, in cases where I was powerless to help them.

The result of the work shows the absolute need of its enlargement to the different labor centers of the State, and I sincerely hope that the wisdom of the Legislature will provide for the establishment of different offices, with a sufficient appropriation to prove their efficiency.

In the collection of data relative to the laboring conditions, the Free-Employment Department has proven a most valuable adjunct, as the 30,000 persons who, in the course of one year, enter its portals in the transaction of business furnish an absolute key to the social conditions of the State.

A BUREAU OF LABOR.

In this regard it has been my pleasure, as the different chapters of the report will show, to open the doors of the department to the laboring people as a bureau of information and advice, where the difficulties besetting the laborer at every hand, such as the collection of unpaid wages, violation of labor laws, and other grievances, have been adjusted; thus do the laboring people so recognize the benefits directed to them by the department, that I suggest the advisability of a change of its name to the "BUREAU OF LABOR."

In accordance with this idea I addressed the following communication to the labor unions of the State, and in response to same I have enjoyed a close business friendship with them:

STATE OF CALIFORNIA, BUREAU OF LABOR STATISTICS, }
215 Sansome Street, San Francisco, Cal. }

To the Officers and Members ————:

GENTLEMEN: For the assistance of organized labor, and for the purpose of mutual and joint benefit, it is my desire to establish harmonious inter-communication between this Bureau and the various labor organizations of the State; consequently, I desire to establish the fact that the Labor Bureau was organized for the amelioration and protection of the laboring classes, and, as Commissioner, I wish it understood that it shall be my aim to extend a helping hand and make the affairs of labor organizations my affairs, and it shall be my pleasure to see the interests of the said organizations protected.

I shall ask your cooperation in the matter of the collection of information, which it is my duty to gather for the purpose of presenting to the people of the State a comprehensive report as to the actual conditions of labor. This is the only authentic data which can be used by legislators in framing laws of which you are the beneficiaries, hence you will agree with me that my success in this work is to a great extent dependent upon your assistance, which trouble upon your part is indirectly rewarded through the enactment of laws in your behalf. In order to facilitate research and the collection of data, blank forms have been prepared, which will be sent to you from time to time, with instructions. Upon the publication of biennial reports or intermediate bulletins, the same will be sent to you for your information.

I desire to establish between this Bureau and labor organizations a feeling of trust and confidence, in order that you may be free to ask my advice in times when the arbitration of a small dispute between employer and employé, and the proper adjustment of a minor difficulty, might avert hardships and loss of time and money should the slight, infantile trouble grow to the prodigious proportions of a strike. There are innovations constantly occurring of a more or less serious character, and the cause of labor is in a greater need of permanent reforms than ever in the history of this country.

We have just passed through one of the greatest financial upheavals that ever occurred; the cry of "hard times" has been heard all over the known world, and persons most affected are the great masses composing the laboring element of society. There are momentous questions arising at all times which menace the political safety of our country, and which greatly perplex the most noted economists. Each year presents new problems to be solved, any and all of which particularly affect the laboring classes. I will be pleased to transmit any information obtainable, desired by you, and to receive any practical suggestions and recommendations, either in person or by letter. I solicit your personal consultation at any time, particularly when important questions arise which require thought and action. The office of the Bureau is at 215 Sansome Street; office hours, 9 A. M. to 5 P. M.

Respectfully yours,

E. L. FITZGERALD,
Commissioner of Bureau of Labor Statistics.

COLLECTION OF STATISTICS.

Under this head I have gone into the work to the fullest extent commensurate with the means at my disposal to defray the expense of investigation, and, while I feel that I have treated all subjects as fully as possible, greater facilities would have enabled me to delve much further and treat the subject in its entirety.

"The results accomplished by these free-employment offices during the first six months of their operation may be seen from the following exhibit, taken from the fourteenth annual report of the Ohio Bureau of Labor Statistics. It shows respectively the business transacted by each of the five offices established in Ohio:

Cities.	Situations Wanted.		Help Wanted.		Positions Secured.	
	Males.	Females.	Males.	Females.	Males.	Females.
Cincinnati	1,662	1,383	1,076	1,429	867	839
Dayton	1,232	670	582	944	422	546
Toledo	1,687	729	783	1,327	712	630
Cleveland	2,097	857	390	2,650	471	1,385
Columbus	1,118	746	475	1,134	357	558
Totals	7,796	4,385	3,306	7,484	2,829	3,958

"As the result of the six months' operation of the foregoing five offices, a total of 5,575 males and 3,407 females secured situations. The entire cost to the State of Ohio and to the several cities, for the given time, did not exceed \$5,000. In the same length of time, in the years 1891 and 1892, much greater results followed the working of the system. But with the showing here presented there was saved, over and above the cost of the same, a sum exceeding \$15,000. In Minnesota it is usual for a man to pay \$2 for obtaining a situation. The women, as a rule, pay 25 cents, although some agencies charge the women nothing. But they all charge the party hiring a woman through their agency the sum of \$1. Most employers also pay the agency a sum of \$1 for every man whom they engage for them. These fees amount to a total of over \$20,000 on the number here given service for an expenditure of less than \$5,000. In the last two years, as these agencies have become better known, both to employers and people desiring situations, they have been able to accomplish more than is shown by the foregoing exhibit, and with practically no additional expense. The agencies thus established in Ohio are able to save the working people of that State approximately \$100,000 a year, with an outlay on the part of the State and local authorities of about one tenth of that sum.

"The operation of these free-employment offices was more satisfactory the second than the first year of their operation. The business transacted that second year, ending January 1, 1892, is shown in the following summary:

Cities.	Situations Wanted.		Help Wanted.		Positions Secured.	
	Males.	Females.	Males.	Females.	Males.	Females.
Cincinnati	4,811	3,428	3,369	3,291	2,312	2,129
Cleveland	6,308	3,830	925	3,471	886	2,508
Columbus	3,128	1,739	1,534	2,268	915	1,481
Dayton	3,351	2,118	1,386	2,004	790	1,119
Toledo	3,859	1,799	2,481	2,479	2,064	1,391
Totals	21,457	12,914	9,659	13,513	6,967	8,628

"The foregoing tables are the only formal reports of the offices which have come to the Minnesota bureau at the time this report was made ready for the printer. But the officials of the Ohio bureau and many other State officers of that commonwealth have personally testified to an ever-increasing public satisfaction with the operation of their 'free-public employment offices.' All agree in testifying to the fact that, as these offices become better known, their sphere of usefulness increases, and they are thus able to accomplish more for the great army of the unemployed and become of large service to the general public. As mentioned above, they save the working classes and the employers large sums of money every year. Their greatest service is in protecting the toilers from being the prey of the various dishonest agencies to be found in all our cities, from Maine to California.

"As showing something of the many excellencies and the possible evils of the free-employment agencies, an extract is here introduced from an article by the Hon. D. J. Ryan, at the time Secretary of State of Ohio. The extract is taken from an article which he wrote for Frank Leslie's Weekly, and which appeared in that publication October 25, 1890. In referring to the law creating these agencies, Mr. Ryan says:

"This law is essentially an "Ohio idea," it being the first of its kind passed in this country, and, with the possible exception of the Intelligence Office in France, there is nothing with which it can be compared. It has for its mission as proper and legitimate an object of State legislation as can well be thought of; that is, the reduction of unemployed labor to a minimum. Legislation of this character is usually received by the average citizen with distrust and debate. It strikes him as a direct interference of the State with private affairs, and as being beyond the legitimate province of legislation. Public opinion in Ohio has not passed such a judgment on this law. It has been generally received with approbation in the cities where it has been put into effect. This is due to two reasons: First, that the law is not a piece of political legislation; it passed both branches of the Legislature with practical unanimity, receiving, with equal strength, the support of both political parties. It was as clear and clean a piece of non-partisan legislation as ever passed our General Assembly. The second reason is that the law has been economically enforced, and has proved successful in its operation. * * *

"The distinguishing merit of this system is that the information is free and reliable. As a rule, private employment offices are a fraud. They accept fees and applications from all quarters, whether there is any probability of fulfilling the demand or not, and in many cases they have developed into downright swindles. The desire for gain on the part of the proprietors is the greatest temptation to be false to the unemployed. Applications are taken and fees received when there is not the slightest prospect of success in finding idle workmen a place for his anxious hands to labor. On the other hand, applications are received from employers, and men and women recommended for work who are useless and without character, so that for the workmen, on one side, it is a swindle, and for the employer, on the other, it is a cheat. When the agent of an employment office is clothed with official character, as under the Ohio law, and rendered absolutely independent of the necessity to recommend anybody and everybody, and promise anything and every-

thing, we reach the highest stage of success in employment agencies. It is this condition that gives character and standing to the officer in charge.

"The incidental reference, heretofore made in this paper, to the duty of the State to lessen, as much as possible, the number of the unemployed, is the strongest reason for the establishment of free-employment agencies. Idle hands are prone to mischief, and the disturbances possible from unemployed labor, willing to work and yet with no prospect of obtaining it, are historical in their danger. As a rule, the unemployed gravitate to the cities, and the larger the city the larger the gravitation of unemployed labor. It is proper, therefore, that these agencies should be established in the great cities of the State, because there they come in contact with the men and women who most need them. The capitalist that owns the mine, the factory, or the mill, or the farmer that desires hands for his harvest, can send to this center of labor and procure the necessary help to carry them through the necessity of their demands.

* * * * *

"Are there any objections to the law as it stands in its present shape? Yes. The province which places in the power of the cities wherein the employment agent acts, to fix his salary, is detrimental to a wholesome operation of the law. It places it at the mercy of municipal politicians and induces official disturbances that will materially destroy its efficiency. The purpose of the law is to benefit the entire people of the State. It is to the advantage of every citizen, whether he lives in the city or in the country, that as many men should be employed as possible. Industry and employment conduce to the peace and prosperity of all, and all should bear the expense of the machinery which has that for an object or tends to that end. The expenses, therefore, of salaries and clerical work attendant upon the operation of free-employment agencies should be paid from the State treasury, and should not be dependent upon the whims of a City Council.

"Is there any danger in the law? Yes. Improperly administered in the hands of men who have not the good of all in view, it can become a political machine of advantage to the party in power and an absolute injury to the innocent parties for whose benefit it was established. Happily, there are no evidences yet in this State of this danger. The law has been administered honestly and with profit, and the indications are that it will continue to be so. Viewed from every standpoint, at this time "Ohio's new experiment" can be regarded as a law which benefits the people at large, and as one which is especially profitable to the employer and the unemployed.'

"The Associated Charities of Minneapolis has, for several years, maintained a free-employment agency on a small scale in that city. Great benefits have resulted from the same in furnishing labor to people in need of small jobs. The experience of that and kindred charities, in all parts of the United States and of the world, demonstrates that what nine tenths of the worthy poor need is not alms, but work, and friendly assistance in securing the same. By the work alone which its free agency has been able to secure for the poor of Minneapolis, the Associated Charities has more than justified the expenditures in its support. But the men and women interested in that charity insist that the money value of the labor secured is of less importance than the influence exerted upon the character of the persons assisted. But the usefulness and value

of such a free-employment agency as that supported by the Minneapolis Associated Charities is meager as compared with that attained by a successfully administered system of agencies such as those maintained under the law in the cities of Ohio. The experience of the City of Minneapolis, on a small scale, is, however, cited to show the practicability and value of what Hon. Mr. Ryan calls 'the new Ohio experiment.'

"The subject of establishing free-employment offices, similar to those of Ohio, was made the subject of a message by Governor Boies, of Iowa. In commending the project of establishing such offices, Governor Boies says:

"'Few of our people are cognizant of the expense to which laboring men and women are often subjected in seeking employment through private intelligence offices. It is not, I am told, unusual for those securing work through these agencies to be required to enter into written agreements, by which, in addition to a fee paid, when they become an applicant for a position, they are required to pay to the agent a considerable per cent of their earnings for a long period of time. In nothing is the State more deeply interested than in the continuous employment of its laboring classes. Any system which would furnish reliable information, to both employers and employes, could not fail to prove of great value to both. The Commissioner of Labor Statistics recommends the establishment of a free-employment agency in connection with his office; through it, it shall be practicable for those seeking employment and those in search of employes to obtain reliable information without expense to either. I most heartily concur in this recommendation. The expense of this office, in connection with the Bureau of Labor Statistics, can be confined within the limits of an appropriation sufficient to pay for the necessary stationery and the salary of a single clerk. In my judgment the system should be so extended as to allow cities of the first class to establish, at their own expense, and in their own discretion, like agencies in connection with some one of the city offices, and give them the right to demand of the State office, without expense, information upon any matter of record in that office, which may prove of value in conducting the business of these local offices.'

"The Missouri Bureau of Labor Statistics, Hon. John C. Hall, Commissioner, made an exhaustive study of the working of the Ohio system of free-employment agencies. To that end a special agent of the Missouri bureau visited the State of Ohio, inspected the practical operation of the offices in the several cities, and made inquiry concerning the results achieved. Hon. Mr. Hall makes a lengthy report concerning the subject. From that report is copied the following extract. As Mr. Hall is one of the ablest and most careful of American Commissioners of Labor, his words should be entitled to a careful consideration. Among other things, Mr. Hall says:

"'The practical results of the free-employment office may be summarized and recapitulated. * * * During a period of less than six months, dating from the opening of the offices in the five principal cities of that State, 8,982 persons were placed in situations through this medium, out of 20,136 applicants, thus starting out with a showing of almost fifty per cent in the placing of persons at work, as against those seeking the same. In spite of hindrances incident to the establishment of a new departure, without a model on this continent, the percentage of situations secured is gradually getting higher, and the general effi-

ciency of the offices has been in every way advanced. The character of employment provided has been of a better class, and the average skill and intelligence of the applicants materially raised.

“But, however encouraging these statistics, mere figures do not always form a basis from which to pass judgment. The best argument in favor of the free-employment offices is the self-evident practicability of the system. This would still hold good were the results so far accomplished but half what has been shown. Viewing labor as a commodity, for the sake of illustration, the system conforms strictly with the plan of dealing with all standard articles on the basis of supply and demand. In order that the largest amount of a commodity may be disposed of with the least possible waste of time and energy, it is necessary that there should be some common ground where supply and demand meet, and where, as nearly as possible, one may be adjusted to the other. If there were no established places of buying and selling, no public markets, no union stockyards, no boards of trade, all commodities of life would have to be hawked about the streets or await a customer at an established office or private place of business. Such an arrangement would be going backward fifty years, entailing an unnecessary amount of time and energy. Yet, in the absence of the public employment office, he who has the commodity of labor to dispose of must trudge from door to door, trusting to chance for a purchaser. His failure to find one is not so often due to lack of demand as to his ignorance of where the demand exists. If there were some source of information to which he might apply, the time spent in looking for employment could be utilized in money-making, and unnecessary waste of time avoided.

“A great deal might be said from the humane standpoint where labor is considered something more than a commodity. * * * Next to assisting the unemployed in procuring the means of livelihood, the chief benefit is the protection afforded them from the unscrupulous employment agents, so called, who prey upon their misfortunes. Their nefarious practices and the great amount of money taken each year from the laboring classes by these leeches in Missouri are fully set forth in the annual report of this department, and to which I respectfully call attention in this connection to avoid repeating the information there contained.

“The private employment bureaus which flourished in Ohio have almost, if not quite, disappeared in the five cities provided with the free-employment offices. In Columbus, six of these institutions were supported by the credulity of the working people at the time the State office was opened. Not one now exists. The same may be said of the four other cities under the same conditions. Exposure of the methods employed by these private agencies reveals a system of robbery which should long ago have been crushed out. It is estimated that they annually cost the working people of Ohio over \$100,000, for which but little, if any, return was ever given. It was told to the agent of this Bureau that the proprietor of one of these institutions, located at Columbus, Ohio, who robbed the people so recklessly that he was forced to leave the city to escape the wrath of his victims, confessed that the money, in response to his descriptive advertisements, flowed in on him in such quantities as to actually frighten him. It has been said that if the free-employment offices accomplish no other results than the protection of the working people in this respect, they would amply

repay the comparatively small sum expended in their maintenance. * * * There is a growing interest in these institutions on the part of both employer and employé. The former no longer confine their calls to unskilled or domestic help. Bookkeepers, mechanics, and nearly every class of help are filled through these offices, and in time they will be more appreciated by all classes of society, for they are like the post office, where all may meet to receive and distribute intelligence. * * * In these offices, the superintendent, by the exercise of an intelligent interest in his business, becomes well informed on all matters pertaining to the employment of help, and is able to give valuable advice where he cannot furnish another kind of relief. Particularly is this true in warning unsophisticated people who ask for advice in answering delusive advertisements for agents, etc., where a deposit of money is required. He is also in constant receipt of communications from out-of-town people, in many instances young girls, who desire employment in the city. By being able to answer these intelligently he can, in many cases, confer the object desired, and in others prevent disappointment and useless expense.'

"In addition to the foregoing facts thus stated in the language of Commissioner Hall, it is added, from the study of the subject by the Commissioner of Minnesota, that these offices are of great value in lessening the chance of simple country girls being led into lives of shame. As these free agencies become known and trusted, these country girls more and more depend upon them, and their liability of falling into the hands of dishonorable villains is greatly lessened. This fact alone commends these institutions to the consideration of all those who are concerned in protecting the innocent and unwary from the wiles of the unprincipled.

"In part three of this report, reference is made to the system of free-employment agencies maintained by the cigar-makers, the German printers, and some other craftsmen. Those systems have proved of inestimable benefit to the members of the several trades supporting them. They have been and are of vast power in assisting the members of the several crafts to improve their condition in life. The members of all trades-unions have, then, in their organizations more or less of experience of the value and the limitations of these free agencies. They see that a single union cannot cover the whole field of labor as it ought to be done for the good of their own members or for the welfare of society. Hence, as has been mentioned above, the trades-unions of Cincinnati were the chief instrumentality in securing the establishment of these free agencies in Ohio. It may be added that, whenever the attention of these unions has been called to the subject, they have supported the movement for the establishment of these free agencies.

"There are many grave questions about the propriety or advisability of having the work of factory inspection assigned to the Bureau of Labor Statistics. The subject of so uniting the proposed work of factory inspection with this Bureau is treated of at length in part one. But whatever may be the doubts, they do not apply to the proposition for creating free-employment agencies under the general direction of the Bureau. It is and should be the duty of the superintendents of such proposed agencies to collect all possible information concerning wages, the condition of the unemployed, the demand for labor, and kindred topics. The success of these agencies, in a large measure, depends upon

securing this information. The collecting of this information must also always be one of the most important functions of the Bureaus of Labor Statistics. The Bureaus can obtain a portion of this desired information better and in a more reliable form through these employment agencies than by any other instrumentality, or by any other way. On the other hand, the local employment agencies of cities need some central directing body, and, for the converse of the reasons stated above, that is best found in the Bureaus of Labor Statistics. Each supplements and assists the other. Each finds its agencies for performing its duties aided by its union with the other. This fact was foreseen by the framers of the Ohio statute, and the superintendents of the local agencies have, as a part of their duties, the collection of statistics for the Bureau. Experience has demonstrated the mutual helpfulness of these agencies and the Bureau. It shows that the small sum appropriated by Ohio from the State treasury for the support of these agencies has strengthened the Bureau as well as aided the unemployed to work."

The foregoing facts so clearly and intelligently set forth the aims and practical use of the system that they have been quoted at length, and present to the reader a perfect idea of the "free-employment system" and the evils which it overcomes, although the latter vary in different States; and although the benefits derived from the system in all States are analogous, different conditions exist. During the last session of the Legislature a move was made toward the passage of a law creating the "free-employment system," but the status of the Department of Labor at that time created some antagonism in the minds of the legislators, and for a time the existence of the Bureau of Labor Statistics was a mooted question; the presentation of the Act was therefore considered inadvisable.

After having been selected as Commissioner, several interviews in regard to the establishment of the "free-employment system" were had with his Excellency Governor Budd, and in accordance with his desires this department was opened on July 15, 1895, in the absence of any law authorizing the same.

During the month of June the following circular was sent throughout the State:

STATE OF CALIFORNIA, BUREAU OF LABOR STATISTICS, }
FREE-EMPLOYMENT DEPARTMENT, 215 SANSOME STREET, SAN FRANCISCO. }

On the 15th day of July, 1895, the Bureau of Labor will inaugurate a Free-Employment Department for the purpose of assisting the vast number of deserving unemployed to obtain employment.

From information gathered from various sources, it is estimated that the enrollment within a short time after the opening of the registration of unemployed will amount to the prodigious number of from ten to fifteen thousand persons seeking employment.

In order to achieve success in this undertaking, the Bureau will have to rely upon the cooperation of farmers, fruit growers and packers, hop-growers, manufacturers, merchants, contractors, millmen, etc., who are requested to fill their requirements from the Bureau. To this end forms have been prepared, which will be sent to employers upon application.

To make this feature successful the Bureau will do anything within its power, but beyond the registration is dependent upon the assistance of the employer.

The system adopted for the conduct of this department is so arranged that after a trial of persons employed under it, *provided the employer will follow the instructions accompanying each person sent out*, the Bureau will be in a position to reward none but careful, conscientious, and deserving persons.

Trusting you will give this matter favorable consideration, I have the honor to remain,

Yours, very truly,

E. L. FITZGERALD,
Labor Commissioner.

The necessity and utility of the system were best evidenced on the day of opening by the crowds awaiting admission before the doors were opened.

The Bureau was then located in the third story of a building at No. 215 Sansome Street, a place poorly appointed for this class of work; but the small appropriation of \$50 per month allowed for rent necessitated the securing of the largest space in a central locality that this small amount would provide. Those seeking employment thronged the sidewalk and stairs so that it was nearly impossible to get in or out. The establishment of both male and female departments attracted both sexes, and the same were so intermingled and crowded together that it at once became apparent that the work could not be successfully carried on under the existing arrangements. However, several thousand persons were provided with employment, although each day brought forth several complaints from employers that they would not patronize the office if they were required to "run the gauntlet" of the crowds upon the stairs and at the entrance of the Bureau; and although, through the kindly aid of the Police Department, the applicants were lined up and a passageway always clear, persons desiring help were loth to visit the Bureau under these circumstances.

The work was continued on Sansome Street for nine months, until those who had kept themselves informed of the beneficial work accomplished recommended a change of quarters, and a committee, representing the trades-unions of this city, in two days, in response to a call upon the bankers, merchants, and professional men of the city, presented a subscription of \$970, which provided for a change to 325 Sutter Street, where quarters were found admirably suited to the work, and where thousands of persons can be handled daily without the slightest inconvenience. With three separate entrances—the male and female departments having ingress on different streets, with a third entrance for employers—one element does not conflict with another, and the work is effectually prosecuted at a minimum cost.

SYSTEM.

The main feature leading to the ultimate success of the undertaking was the selection of only reliable help to the employer, and in order to become proficient in this particular line it was first necessary to establish a system by which the applicant for work could be followed from the time he was found a position to the time when he again sought assistance at the Bureau; and in order to accomplish this end, this system was adopted:

The following blanks are filled out by the employer and the applicant for work, respectively:

APPLICATION FOR HELP.

Date....., 189...

Wanted by

Number: Men.....; Women.....; Boys.....; Girls.....

Kind of work.....

Wages: Day.....; Week.....; Month..... { With board.
Without board.

Age.....years. Married..... Single..... To be able to read and write.....

Nationality.....

Remarks

Filled by No.....

APPLICATION FOR EMPLOYMENT.

Date....., 189...

Applicant's name

P. O. address

Occupation..... Years' experience

Residence in State.....

Wages wanted: Per day.....; per week.....; per month..... { With board.
Without board.

Nationality Naturalized: { Yes.
No.

Read and write: { Yes.
No. Age.....years.

Married..... Single..... Divorced.....

Number in family dependent upon applicant.....

Reasons for being unemployed.....

References.....

No.

NOTE.—If applicant does not understand how to fill out above blank, the same will be done at this office.

The data contained in these blanks are entered in separate books kept for the purpose, properly indexed; this enables the tracing at once of any person sent out to any employer, and is a record of his worthiness in the employment provided for him.

The following rules and regulations were adopted, which informed the applicant of his duties:

RULES AND REGULATIONS

FOR THE GOVERNMENT OF THE DEPARTMENT OF FREE-EMPLOYMENT OF THE BUREAU OF LABOR STATISTICS OF THE STATE OF CALIFORNIA.

This Free-Employment Department is inaugurated for the purpose of assisting deserving persons to obtain employment, and, as system is required for the successful operation of the same, the following rules and regulations have been adopted:

I. Applicants are required to register.
 II. When employment is found for applicant he will be notified by postal card, and a card issued to him stating employment, employer, and wages, together with a second blank to be signed by employer, stating that applicant has presented himself and has been engaged, the latter to be immediately returned to the Bureau.

III. When cards are issued for employment the applicant must assure the Bureau that he has sufficient funds to pay transportation to place of employment, or forego same, as cards will expressly prohibit the solicitation of funds for this purpose. This rule is adopted to avoid the abuses to which the Bureau might be subjected by dishonest persons, mendicants, etc.

IV. Employment cards will be non-transferable, and the employment of any person offering to sell or exchange for a consideration the said cards will be revoked and that person's name stricken from the register.

V. The conduct of persons receiving employment through this Bureau will govern any future assistance from same. Should any person receiving employment behave in a manner which would warrant his discharge, the Bureau will refuse to re-register him.

VI. After applicants are registered they are requested to remain away from the Bureau until sent for, as any further and unnecessary requests will be unavailing.

VII. Disorderly conduct at the Bureau is strictly prohibited.
 VIII. As applicants' names will be canceled upon obtaining employment, they are requested to immediately notify the Bureau of obtaining same, if through other sources; also upon the expiration of term of employment, in order that they may be re-registered.

IX. Applicants obtaining employment through this Bureau are requested to keep the Bureau informed of any matters concerning the work for which the Bureau of Labor Statistics is organized, which may come within their observation, and relating to labor, etc.

X. Any person willfully violating any of the above rules will be stricken from the register and be forever denied the privilege of same.

E. L. FITZGERALD,
 Commissioner.

In addition to this, each applicant sent out carries an envelope containing an employment card and two postal cards:

STATE OF CALIFORNIA, BUREAU OF LABOR STATISTICS,
 FREE-EMPLOYMENT DEPARTMENT, 215 SANSOME STREET. }

To.....:

The bearer No.....
 is sent to take the position of

Wages per day, \$.....; per week, \$.....; per month \$..... { With board.
 { Without board.

San Francisco,....., 189....

Per E. L. FITZGERALD, Commissioner.

Employer please preserve this card.

This card is not to be used by the holder for the solicitation of alms, transportation, or other expenses.

[No. 1.]

....., 189....,

....., No.,

this day presented himself for employment, and has been engaged.

(Employer's signature:)

Employer is requested to fill out this card and mail same to Bureau.

[No. 2.]

189.....

I have this day discharged

No., for the following cause, viz.:

(Employer's signature:)

Employer will please fill out and mail this card upon the discharge of employé.

Postal card No. 1 is mailed upon the engagement of the applicant, and postal card No. 2 upon his discharge. This system guarantees to the employer reliable and competent help, unlike the person selected by the pay employment offices, where the only qualification required is the necessary fee. The applicant at the State institution presents his application, which becomes a State record; when he is given a position, it is again recorded, and through this system of return cards his conduct while in service becomes a State record; so that once he files his application and secures a position, the matter of making a reputation for faithfulness becomes a duty; hence, as a natural consequence, the reliability of help sent from the department is almost a certainty.

Out of the 5,845 persons furnished with positions, less than 30 adverse reports have been received; the remainder have been good, hard-working, conscientious persons, honest in their endeavors, striving to obtain employment, and when it has been given them they have proven themselves worthy in every respect of the assistance rendered.

The testimonials of a great number of employers who have been supplied with help will show in every case the person or persons sent have proven the most reliable and best help secured. Of course, the success of the department has depended largely upon the patronage of the employers, without which the work would have been ineffectual; this patronage, however, has been most gratifying. The people of the State have arisen to the importance of the work, and, with the kindly assistance of the press, have been kept informed of the beneficial work of the department, and each day brings new patrons, and I feel confident that from time to time, as they become more familiar with the good accomplished, they will accord their hearty coöperation.

WORK ACCOMPLISHED.

As shown in Table No. 1, the applications for employment during the past year aggregate 18,920, of which 14,251 were male and 4,669 female. This table recites, in detail, the data contained in the application for employment, showing the years of experience in the chosen occupation, residence in California, wages wanted, nationality, educational qualification, age, and marital condition, with the number dependent upon applicants.

Table No. 2 shows the number of positions found to be 5,845, of which 3,314 were male and 2,531 were female. In the aggregate, the number of help supplied is 30.89% of the applications for work; male help supplied is 23.25% of the number of applications, while the female help shows 54.2% of the number asking for assistance.

This computation reveals a condition among the laboring classes which for a long time past has been a mooted question. The aggregate

shows 30.89% of applicants successful; the male help, 23.25%, shows the supply to be over four times greater than the demand, while female help reduces this average materially. The record shows 54.2% of female help supplied; not less than 90% of the applicants have been offered positions, but the demand for first-class female help is fully equal to the supply, and they are naturally independent and wait for first-class positions.

Table No. 4 shows a marked difference between the male and female in the matter of experience in their several occupations. While in both instances the beginners do not outnumber those of longer experience, the percentage is quite large, being one third of the male and nearly one half of the female, which shows, under the present conditions, the accumulation of labor from year to year at a greater ratio than the opportunities for profit—an overcrowded labor market.

Table No. 5 shows that out of the 14,251 male applicants, 3,311 have been in the State less than a year, 4,483 less than five years, and 6,457 over five years. Out of 4,469 females, 860 have been here less than one year, 1,703 less than five years, and 2,106 over five years. This table shows a large increase in population. The United States census of 1890 showed an increase of 39.72% over 1880. The above figures show an immigration to California of this class, within the last five years, of males, 54.57%, and females, 54.89%, and a total increase of 54.65%. This ratio of increase is largely in excess of the natural growth of population, and shows a gravitation of labor to California, undoubtedly through stress of circumstances and depressed conditions in our adjoining States and other parts of the Union.

Table No. 6 shows the amount of wages desired by applicants, and has but a slight significance further than to show the value that the individual places upon his labor. With the males, over 50% desire fair wages, while the females exhibit a more independent disposition, and place a definite scale of wages upon their efforts.

Table No. 7 enumerates the applicants by nationality. While the registration of native-born compares favorably with other nations taken singly, the aggregate shows in the males (American) to the extent of 47.88%, and females to the extent of 46.60%, showing in both instances the predomination of foreign labor.

Table No. 8 shows the educational qualifications. Of 14,251 males, 13,844 read and write, while 407 do not. The females show a very much larger percentage of education, there being only 84 who could not read and write in a total of 4,669.

Table No. 9 shows that out of 14,251 males registered, 13,258 are citizens and 993 are not.

Table No. 10 shows that of the 14,251 males registered, 5,909 are under 30 years of age, 10,176 are under 40 years, 12,756 are under 50 years, and 14,012 are under 60 years. Of the 4,669 females registered, 2,693 are under 30 years of age, 3,838 are under 40 years, 4,444 are under 50 years, and 4,641 are under 60 years.

Table No. 11 shows that of the male applicants, 5,005 are married, 8,377 are single, and 869 are widowers; a total of 14,251, upon whom 12,463 depend for support; this number added makes 26,694. Of the 4,669 females, 840 are married, 2,959 single, and 870 widows, and upon the total number 2,051 persons are dependent, increasing the female

applicants and dependents to 7,720, and an aggregate of male and female of 34,414 looking to the department for assistance.

Table No. 12 shows the applications by occupation, and presents a very thorough idea of the number of unemployed in the city and their various vocations, as follows:

Male: Arts, 29; about house, 2; boilermakers, 2; barkeepers, 112; bakers, 170; barbers, 10; bookbinders, 12; blacksmiths, 261; brewers, 9; boys, 364; butchers, 108; bookkeepers, 254; candymakers, 8; carpenters, 585; clerks, 799; coachmen, 121; cooks, 727; cigarmakers, 11; coopers, 26; dairymen, 104; dentist, 1; druggists, 11; dishwashers, 89; electricians, 47; engineers, 502; firemen, 20; factory, 21; farmers, 548; fruit-pickers, 321; gardeners, 176; handymen, 238; harness-makers, 30; hotel help, 155; hostlers, 138; hop-pickers, 311; ironworkers, 7; janitors, 98; kitchen help, 159; laborers, 3,498; lumbermen, 30; laundrymen, 60; liverymen, 14; machinists, 237; masons, 113; millers, 7; miners, 178; "man and wife," 49; miscellaneous, 487; nurses, 33; plasterers, 6; painters, 241; paperhangers, 59; peddlers, 19; plumbers, 105; porters, 423; printers, 64; salesmen, 185; shoemakers, 41; stenographers, 44; stonecutters, 39; tailors, 10; teachers, 20; teamsters, 885; tinsmiths, 21; upholsterers, 3; waiters, 323; watchmen, 179; woodmen, 250; wagon-drivers, 42.

Female: Arts, 8; bookkeepers, 28; chamber-work, 611; clerks, 150; cigarmakers, 3; cooks, 415; cannery help, 294; factory, 36; governesses, 141; housekeepers, 189; housework, 1,633; hop-pickers, 185; laundresses, 96; milliners, 25; miscellaneous, 46; nurses, 302; raisin-packers, 96; seamstresses, 107; stenographers, 49; teachers, 38; waitresses, 207.

HELP SUPPLIED.

Table No. 13 shows the annual summary of help supplied: Male, 3,314, or 57%; female, 2,531, or 43%, of the aggregate of 5,845 positions.

Table No. 14 shows the wages paid to help supplied, as follows:

Male, with board: \$5 to \$10 per month, 93; \$11 to \$15, 203; \$16 to \$20, 236; \$20 to \$30, 1,262; \$30 to \$40, 399; \$40 to \$50, 136; \$50 up, 51.

Male, without board: \$20 to \$30, 120; \$30 to \$40, 113; \$40 to \$50, 384; \$50 to \$60, 100; \$60 to \$75, 95; \$75 to \$100, 98; \$100 up, 24.

Female, with board: \$5 to \$10, 236; \$11 to \$15, 584; \$16 to \$20, 452; \$20 to \$30, 764; \$30 to \$40, 63; \$40 to \$50, 6.

Female, without board: \$20 to \$30, 37; \$30 to \$40, 35; \$40 to \$50, 22; \$50 to \$60, 1.

Showing an aggregate as follows, exclusive of 331 sent to work by the "piece":

No. Persons.	Wages.	Average.	Board, \$20.	Wages.	Total.
MALE.					
93	\$5 to \$10	\$7 50	\$1,860 00	\$697 50	-----
208	11 to 15	12 50	4,060 00	2,537 50	-----
236	16 to 20	17 50	4,720 00	4,130 00	-----
1,262	20 to 30	25 00	25,240 00	31,550 00	-----
399	30 to 40	35 00	1,980 00	13,965 00	-----
136	40 to 50	45 00	2,720 00	6,120 00	-----
51	50 up.	50 00	1,020 00	2,550 00	-----
120	20 to 30	25 00	Without.	3,000 00	-----
113	30 to 40	35 00	Without.	3,955 00	-----
384	40 to 50	45 00	Without.	17,280 00	-----
100	50 to 60	55 00	Without.	5,500 00	-----
96	60 to 75	67 50	Without.	6,412 50	-----
98	75 to 100	87 50	Without.	8,575 50	-----
24	100 up.	100 00	Without.	2,400 00	-----
FEMALE.					
236	5 to 10	7 50	\$4,720 00	1,770 00	-----
584	11 to 15	12 50	11,680 00	7,300 00	-----
452	16 to 20	17 50	9,040 00	7,910 00	-----
764	20 to 30	25 00	15,280 00	19,100 00	-----
63	30 to 40	35 00	1,260 00	2,205 00	-----
6	40 to 50	45 00	120 00	270 00	-----
37	20 to 30	25 00	Without.	925 00	-----
35	30 to 40	35 00	Without.	1,225 00	-----
22	40 to 50	45 00	Without.	990 00	-----
1	50 to 60	55 00	Without.	55 00	-----
5,514	-----	-----	\$89,700 00	\$150,422 50	\$240,122 50

The above table shows that the 5,514 persons, exclusive of the 331 who were sent to work by the piece, would earn \$150,422 50 in the event of their working one month; to this amount may be added \$89,700—board, lodging, etc., of 4,485 who were "found," taking the average at \$20 per month each. The aggregate amount earned in one month would be the enormous sum of \$240,122 50, or \$480,245 in two months, which is the recognized average period of service.

Should these 5,514 persons receive their positions through employment agencies, who claim to charge 10% commission on the first month's salary, they would have to be jointly taxed in the sum of \$15,042, and under the statements of the employment agents, who claim two months to be the average service, at the rate of 10% commission the agent would receive 60% of the first month's salary per year from this number of persons, or \$90,252, should the Free-Employment Department keep these persons in successive positions for one year. This latter sum analyzed shows \$7,521 per month, or \$1 37 per month which each person enumerated is required to pay for employment.

Table No. 15 shows the ages of help supplied. As in the case of applications for employment, those under 30 years of age predominate: Less than 30 years, 51%; less than 40 years, 31%; less than 50 years, 13%; over 50 years, 5%.

Table No. 16 shows that of the help supplied the number married is 1,286; single, 4,559, and the number dependent, 2,474. This latter number, added to the 5,845 persons assisted, shows 8,319 persons

who have derived benefits through employment furnished by this department.

Table No. 17, showing the nationalities of persons furnished with work, shows about the same ratios as the applications for employment, or Americans 52% and foreign-born 48%.

Table No. 18 shows the help supplied by occupations, as follows:

Male: Arts, 4; about house, 20; bartenders, 3; bakers, 14; barbers, 3; blacksmiths, 42; boys, 101; butchers, 8; bookkeepers, 9; candymakers, 1; carpenters, 153; clerks, 31; cooks, 153; coachmen, 7; coopers, 2; dairymen, 20; druggist, 1; dishwashers, 98; electrician, 1; engineers, 15; firemen, 2; farmers, 153; fruit-pickers, 255; gardeners, 24; handymen, 125; harness-makers, 4; hotel help, 51; hostlers, 16; grape-pickers, 161; ironworkers, 2; janitors, 4; kitchen help, 104; laborers, 910; lumbermen, 2; laundrymen, 9; liverymen, 5; machinists, 30; masons, 30; millers, 2; miners, 37; "man and wife," 10; miscellaneous, 45; nurses, 19; painters, 56; paperhangers, 17; peddlers, 14; plumbers, 10; porters, 24; printer, 1; salesmen, 7; shoemakers, 5; stenographers, 2; stonecutters, 13; teamsters, 177; tinsmiths, 2; upholsterer, 1; waiters, 102; watchmen, 5; woodmen, 185; wagon-drivers, 7.

Female: Bookkeepers, 5; chamber-work, 223; clerks, 21; cooks, 209; cannery, 178; factory, 28; governesses, 67; housekeepers, 69; housework, 1,045; hop-picking, 59; laundresses, 51; milliners, 5; miscellaneous, 8; nurses, 155; raisin-pickers, 183; seamstresses, 22; stenographers, 6; teachers, 2; waitresses, 194.

TRANSPORTATION.

The orders received for help have emanated from every locality of the State, while from the outside, orders for miners and fishermen for Alaska, miners for Arizona, and artisans for Central America and Mexico have received attention, and in numbers from 1 to 300.

Railroad construction in Shasta relieved the market of about 400 persons, through the agency of the Bureau; A. B. Butler, of Fresno, was sent 200 grape-pickers; the Pleasanton Hop Company handled their product last season largely by white labor, and patronized the Bureau for about 300 persons. These employers number among the largest who have come to the department for help, although numerous parties of from 5 to 30 have been sent to different parts of the State to perform various kinds of work.

In order that these persons could take advantage of the opportunities offered at these distant points, it was necessary for them to advance their transportation. This was a considerable hardship, as the fare to Redding and Fresno was \$7 05 and \$5 90, respectively; therefore, to obtain a rate in a sum within the reach of the applicants, the kindly offices of the Southern Pacific Company were solicited, which company very generously responded by making a two-thirds rate to the various points, as is shown by the following letter:

SAN FRANCISCO, August 27, 1895.

MR. E. L. FITZGERALD, *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: We have your letter of yesterday's date, in regard to special rates desired for unemployed to Fresno, Redding, Pleasanton, Wheatland, and Newcastle. Replying thereto we beg to say that if parties of fifty or more to each point come to us, we will make rates to the various points, as follows: Pleasanton, \$0 75; Wheatland, \$2 80; Newcastle, \$2 65; Redding, \$5; Fresno, \$4.

Please understand that these rates will only be accepted for parties of fifty or more, as above mentioned, for each point. Should you have parties for any one of the points named, the tickets must be paid for in this office, and we will arrange for proper transportation, carrying entire party on one ticket.

Respectfully yours,

(Signed:) T. H. GOODMAN.

The amount paid last year for this transportation was \$3,800 for tickets which otherwise would have amounted to over \$5,700, resulting in a net saving to this labor of over \$1,900.

EFFECT UPON EMPLOYMENT AGENCIES.

The organization of this department has resulted in manifold benefit to the labor which has heretofore been dependent upon employment agencies. The work performed has attracted the attention of employers, and those who have been familiar with the methods pursued by these agents have readily contributed their patronage to the State institution, thus depriving this foul and robbing system in the past year of at least \$15,000 worth of fees. The pecuniary loss to the employment agent is not the only good accomplished; the Bureau attracts the floating laboring population when the same reaches the city, and each day until work is found they visit from one office to another, and in this method the Bureau is kept informed of the illegal and dishonest practices of the various agents—this information has led to their being checked.

Applications for employment embrace every trade, art, and profession, from the unskilled laborer to the physician, architect, and engineer. As adversity makes no distinction as to class among its victims, all are turned toward the Mecca at which they hope to receive an opportunity to again place themselves upon an independent plane.

Through misconception, the subject of free employment appears, in its superficial sense, the finding of positions for those without work; who are provided with same by the State in a sort of charitable way, and it is therefore understood by those who do not take the trouble to inform themselves that it is a quasi-charitable institution for the purpose of assisting an inferior class of help who cannot gain employment by other means; therefore, it only shows that some of our unintellectual wealthy recognize an aristocracy of labor in the same manner that they imagine themselves the members of a pecuniary peerage. But, on the other hand, the matter of free employment deals with a more far-reaching and deeper principle; the applicant is not the person who walks the streets and is ready to join the howling mob in the condemnation of our social conditions; but it is he who is honest in his endeavor to find work, and in instances he who has been cradled in gentility, reared in affluence, and has enjoyed the upper walks of life until the awful moment has arrived when money and friends have taken their departure, and the subject, bereft of these essential attributes of man, has descended in the social scale. It is then that he comes in contact with the department, it is then that he is taken in hand, and a position commensurate with his abilities is obtained, and he is again restored to the position of former manhood. This has been the case in a number of instances, and while the major portion of those helped has been of the heavier lines of employment, a large percentage has been in the skilled trades.

The most perplexing feature of the work has been the obtaining of positions for those whose educational qualifications have placed them

above the position of ordinary laborers, yet have not fitted them for professions. The applicant of this class considers himself above the sphere of a laborer, and though he might be physically capable, pride asserts itself, and a position of this kind is scorned, while one which he is capable of filling, such as that of bookkeeper, clerk, or salesman, is the most difficult to find. Many who would make, for instance, good blacksmiths, are educated above the trade, and, without other resource than to write a good hand, are without work, with little show of obtaining it—not sufficiently learned to direct their energies in other lines. It is the trade, therefore, that places the person in an independent position, as there is no trouble in securing work for a member of any craft. He is wanted by some one sooner or later, and is not without work long, if he is deserving.

Mr. Walter N. Bush, Principal of the Polytechnic High School, and a well-known Eastern educator, has kindly contributed the following very able article on the advantages and necessities of manual training schools:

“Manual training was introduced into San Francisco in 1888 by the opening of the Cogswell Polytechnic College. Since that time a foundation for manual training has been laid in some of our city Grammar Schools, and a superstructure in the Lick School of Mechanic Arts, the Polytechnic High School, and the Cogswell Polytechnic School has been added.

“In spite of the fact, however, that California is unhampered by traditions and ought, therefore, to be in the front rank of the States in progressive educational matters, in manual training schools and departments she has not kept pace with many of the older States. In only eight cities and towns of this State has any attempt been made to introduce manual training, while in Massachusetts it has become an established part of the course in public instruction in twenty-three cities of more than 20,000 inhabitants, not to mention a large number of smaller towns and villages.

“The term ‘manual training’ here used has the same significance that it has the country over, namely: the training of the mind through the hand as well as the eye, and has little in common with trade education. The advocates of manual training claim for it many advantages which are disputed by the advocates of the old classical and literary education; for example, that it cultivates the power of attention, the opponents of manual training claiming that it is only a special power that is cultivated, and not attention in general; but all agree with Dr. Woodward, of St. Louis, ‘that the only habit actually acquired is that of thinking. In the manual training plan no blow is struck, no line drawn, no motion regulated from muscular habit; the quality of every act springs from the conscious will accompanied by a definite act of judgment’; and with Mr. Keyes, of Pasadena, who says that ‘while the young man or woman who takes the manual training course may master any one of a score of arts or trades in months, where the average man or woman requires years, it is far from true that this training is only valuable to the boy who is to be a carpenter, blacksmith, or machinist. For the physician or surgeon no preparatory training is worth more. The man who has to manage a large commercial, manufacturing, or constructive enterprise needs such training for

the protection and economic expenditure of his capital more than the laborer needs it for the winning of his livelihood.'

"The introduction of manual training into our school system has brought forward a principle that is as old as the history of man, and given it the same rank as other recognized educational principles have had. In former days many boys were forced, by the nature of their early training, into the established professions, so that, because of inadequate school facilities, a possible first-class architect or engineer was compelled to become a third-class physician, clergyman, or lawyer.

"Over against these manual training schools, which, as has been said, are established throughout the country upon an educational basis, with only an incidental bearing upon the subsequent occupation of the student, are the trades schools. The reason for the establishment of these trades schools is that the systematic training of a boy by skilled instructors accomplishes more for the boy in a given time than can be done by the apprentice system; and secondly, the apprentice system itself has been so modified that it is a difficult matter for a boy to enter a trade by this means. In the trades school much work is found for the hands and a little for the head. The boy is required to master one particular branch to such an extent that his work is done by force of muscular rather than mental habit. Again, the products of the trades school are marketable. The school itself becomes self-supporting. The economic argument applies, therefore, to the trades school, and not to the manual training any more than it does to the scientific, literary, or classical high school.

"In San Francisco the skill acquired in the manipulation of tools by the pupils of our manual training schools, even though it be elementary, will lead many of them into walks of life that are less congested than are the commercial vocations. The fact that our business men have discovered that women are adapted to office work has made it more difficult for young men to earn a commercial livelihood. In the sphere of mechanics, however, if young men are fitted by training for its responsibilities, he discovers prizes which are worthy of his highest ambition. With the increased application of electricity to the branches of industry, the bringing under control of the forces of nature to meet the wants of man, new opportunities for earning a livelihood have developed. Not only in this city, but in Eastern cities, do we find that the percentage of educated, intelligent young men entering upon mechanical pursuits is increasing from year to year, and that there is a corresponding diminution of young men pursuing commercial branches. It is to be hoped that in this city, through the beneficence of Mr. Wilmerding, who left a fund of \$400,000 for the purpose, a school will be established for the benefit of boys who are not able at present either to attend our public schools or to learn a trade in the regular channels. Many a boy would be saved from a career of crime and made a valuable, self-respecting citizen, if he could be brought within the influence of this trades school. The establishment of the Wilmerding School, its location, policy, and cost, has been a subject of discussion among its trustees for many months.

"In San Francisco the Cogswell School was opened in 1888, and for a time was part of the public school system. The property has been in litigation for some years, and, owing to many unforeseen difficulties, has thus far failed to realize the hopes and aspirations of its founder. The

Lick School, named after its founder, James Lick, is endowed with \$540,000, the buildings and machinery and other equipments costing \$140,000. This school embraces both the principles of a manual training school and of a trades school; that is, pupils who have completed the manual training course are admitted to a special or trades course. Many pupils of Grammar School age are admitted to this school. Indeed, it is said by the Principal that many of his best pupils are taken from the eighth grade of the Grammar School. Our Polytechnic High School is an outgrowth of the Commercial High School. In 1892 a class in woodwork was started in the brick building on the corner of Bush and Stockton streets. These quarters were too small, and in the following year gave way to a large structure, three stories high, 100 by 55 feet, equipped with tools and all necessary machinery and apparatus for drawing-rooms, physical and chemistry laboratories, wood-carving, clay-modeling, carpenter, blacksmith, and machine shops, at a total cost, including the building, of \$24,000. In the manual training high and private schools of the city there are at the present time about 600 pupils enrolled, while in the wood-working, drawing, and color classes of our grammar and primary grades there are at least 10,000 pupils.

"Among the teachers of our city who have been closely identified with the introduction and development of our manual training work may be mentioned George T. Merrill, Principal of the Lick School of Mechanic Arts; Mr. Hewitt, of the same school; Mr. Buchanan, ex-Principal of the Cogswell School; Messrs. Stockman and Eldridge, teachers of woodwork in our Grammar Schools; Mr. Richard D. Faulkner, Principal of the Potrero Grammar School; Mr. F. A. Gardner, head of the manual training work of the Polytechnic High School, and Miss Maria Van Vleck, teacher of wood-carving and clay-modeling of the Polytechnic High School. It is safe to say that the cause of manual training in the hands of these instructors, upheld by an enlightened public, will flourish, and from year to year develop new life and strength.

"(Signed:) WALTER N. BUSH,
"Principal Polytechnic High School."

The free-employment department of this Bureau has at all times a standing order for boys trained in the manual training schools of this city. While positions for boys are, as a general rule, difficult to secure, there is always a demand for this particular kind of help by manufacturers when a certain degree of skill is required, while the wages paid are far in excess of what it would be possible to earn at the same age without this particularly beneficial training.

The Cogswell Polytechnic School was endowed by Mr. Henry D. Cogswell. The organization of the school was effected and the policy of the school was determined by its first Principal, the late Mr. J. G. Kennedy. The Polytechnic High School owes its existence mainly to the persistent and well-directed efforts of Mr. F. A. Hyde and his associates of a former Board of Education. To the energy and intelligence of Mr. F. J. Symmes, the introduction of manual training in our grammar grades is due. It is safe to say that, through the conscientious attention of these gentlemen to public affairs, no expenditure of public funds has yielded greater returns than has this investment in manual training plant and apparatus.

Among other gentlemen who have been deeply interested in the subject of manual training, and have done much to promote its interests in this city, may be mentioned Hon. Horace Davis and Judge C. W. Slack, of the Board of Regents of the University.

Of those who have been interested in the subject of trades schools are Mr. Andrew S. Hallidie, of the Board of Regents; Mr. Schussler, engineer of the Spring Valley Waterworks, and Mr. J. H. Culver, ex-Secretary of the Mechanics Institute and at present at the head of the Cogswell Polytechnic School.

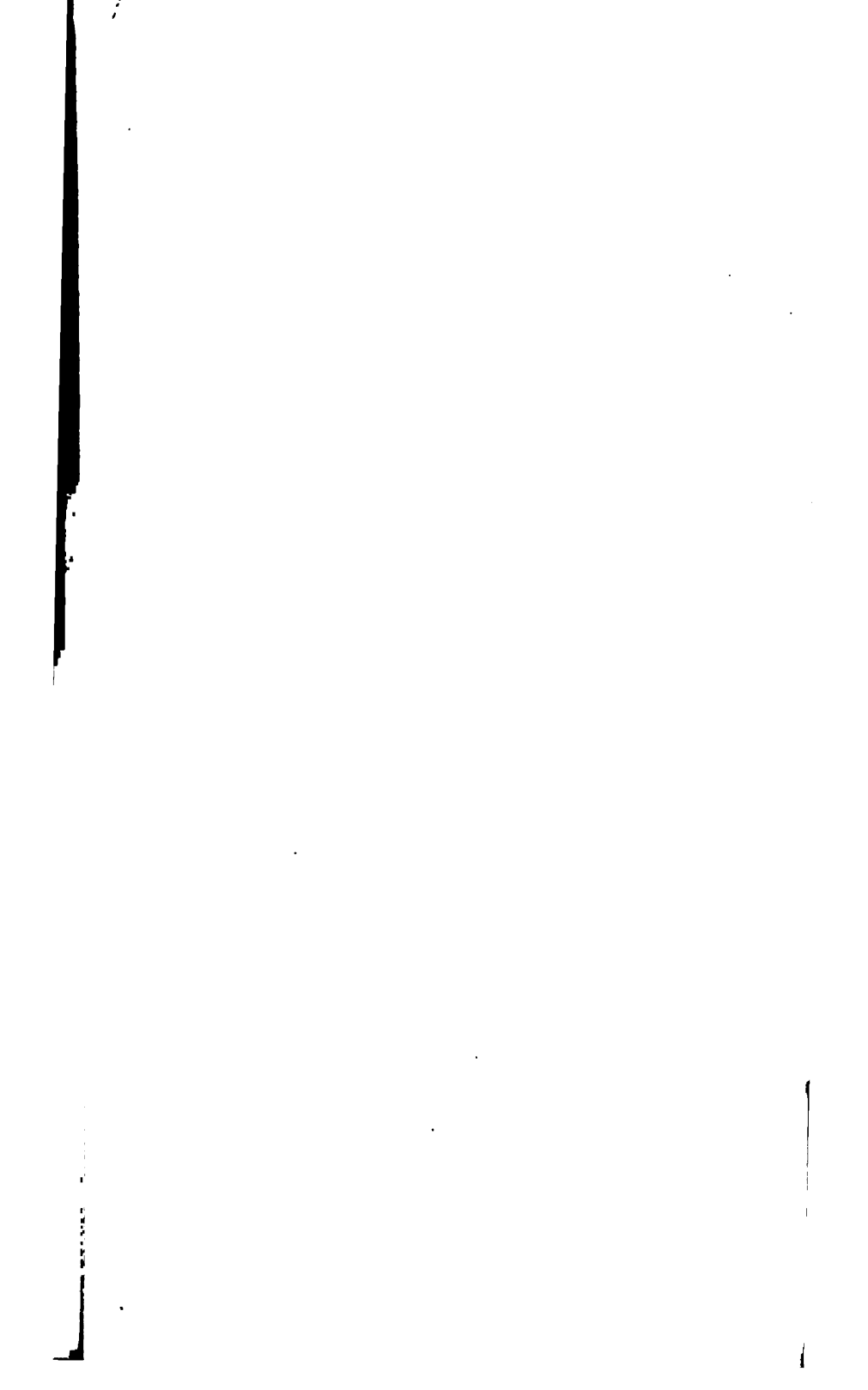
The organization of the free-employment system under the supervision and direction of the Commissioner of Labor has been a departure in the administration of the affairs of State, which, through the benefits realized by the classes for whom the same has been instituted, will mark an event in the State's history, of the extending of the helping hand to the downtrodden who heretofore have been regarded as being without rights, and treated as though they were the scum and riffraff of civilization, and has proven the fact that the so-called tramp, through his inability to better his condition, owing to continual buffeting and knocks, which have only tended to imbitter his disposition, is very often honest in his endeavors to work.

The unfortunate creature of circumstances, born free and equal with his fellow man, reared, possibly, in a sphere of usefulness, educated and embarked in life in a condition pointing to the achievement of the greatest success, is often entirely upset by unseen obstacles—the greatest ambition to lead a true and honorable life has been wrecked by one of a myriad causes which beset the lives of human beings, and he is transformed into a condition of poverty. Through the slightest misdeed, which at other times would have been most loathsome to him, he becomes the outcast, shunned by his former friends, broken in spirit, and, handicapped in every earthly way, he starts to redeem himself, and becomes an applicant for work. Possessing a high moral sense of duty to himself, to those dependent upon his efforts, and to the world, he desires work, and when the same is obtained, profiting by former experience, proves himself to be what nature endowed him—a conscientious man. This is the story of a certain element of those who desire assistance. Others who have been unfortunate in finding steady work compose a large percentage of applicants.

Beginning the battle of life at an early age in an employment which in no particular manner fits the person for future usefulness in different lines—changing from time to time—a rolling stone—eking out an existence—the applicant is glad to undertake anything within his sphere of ability, to pay him a living. These particular classes are the most difficult to assist—unskilled, having no trade or profession, they are entirely dependent upon obtaining work which they are physically able to perform, and are therefore in competition with the largest percentage of wage-earners. While claiming to be competent to take any position, the enumeration of different vocations shows to the contrary, as when questioned in regard to their ability to fill them, nearly every instance elicits the negative reply. Not physically able to undertake heavy labor, they are open for positions at lighter work, which said positions are generally kept filled, as the persons occupying same endeavor to give satisfaction; therefore, the demand for persons to perform the lighter branches of unskilled labor is extremely limited. This does not apply

to persons who have been educated to the various trades, as from time to time there is a demand, and during a stated period, say of one year, the artisan manages at least to obtain work enough to administer proper to his creature comforts. The various industries of our State, with the odd jobs found from time to time, offer about enough employment; the floating class of unemployed to keep them, with rigid economy practiced, from one season to another.

Female labor presents a different phase. Much has been written about the workingwoman, much in condemnation and little in praise; therefore, it might be well to analyze the subject, and take, for example, the workingwomen as seen at the State Labor Bureau. The ages of applicants will range from 16 upward. The former is just starting her career as hired help, becoming one of the vast number who know nothing outside of the backdoor and after-part of the establishment, to whom the front of the house, except to answer bells or perform such other work as her duties as house-servant require, is a forbidden precinct. This girl is just embarking upon one of the most difficult, trying, and irksome paths; she begins fresh in appearance, happiness is depicted in her countenance, bespeaking a willingness to try her utmost to please; she takes an optimistic view of the world—looks forward to the betterment of her condition through conscientious toil—ready and glad to have the opportunity to work, she takes the first position. At first her mistress makes her labor pleasant, if it happens to be her good fortune to find one of a charitable disposition; if not, her lot is different. Roses do not grow on both sides of the path, and she is confronted with a condition which was hitherto unknown—the cold and indifferent side of humanity. Strive as hard as hands and strength will permit, she cannot please—the irascible disposition of the employer will not permit her to give satisfaction—her every action should have been different, no matter how honest her intentions or how correct her endeavors; she begins to realize that all people are not constituted alike, and that no two have the same ideas—a new form of human nature is presented to her; she cannot stand the condition; she is either unsatisfactory to her employer or to herself, and a change is necessary. She tries position number two, possibly with better success, and remains for a length of time, until circumstances require her to look for another situation. During the intervals of disemployment her time is taken up among the intelligence offices; she is sent from place to place; her money is taken in exchange for “correct information” where she can secure employment; if she is “not engaged,” the money is not returned, but she is promised more information. This latter difficulty is one of the greatest hardships that she encounters anywhere—this licensed robbery of the working classes, conducted by unprincipled persons who thrive off the poor. The fee required of them is small; in fact, so small that, in order to obtain just treatment, they are compelled to seek redress in the courts and advance several times the amount in question, as costs. They either cannot afford to make this outlay, together with the loss of time entailed, or consider it as “throwing good money after bad,” and let the matter drop, leaving their money in the hands of the employment agent without receiving any value in return. So, from time to time, her life is spent in place after place—a human slave, meeting with every form of human nature—well treated here, buffeted and scorned there, given to understand that the world was only intended for one class, that of the



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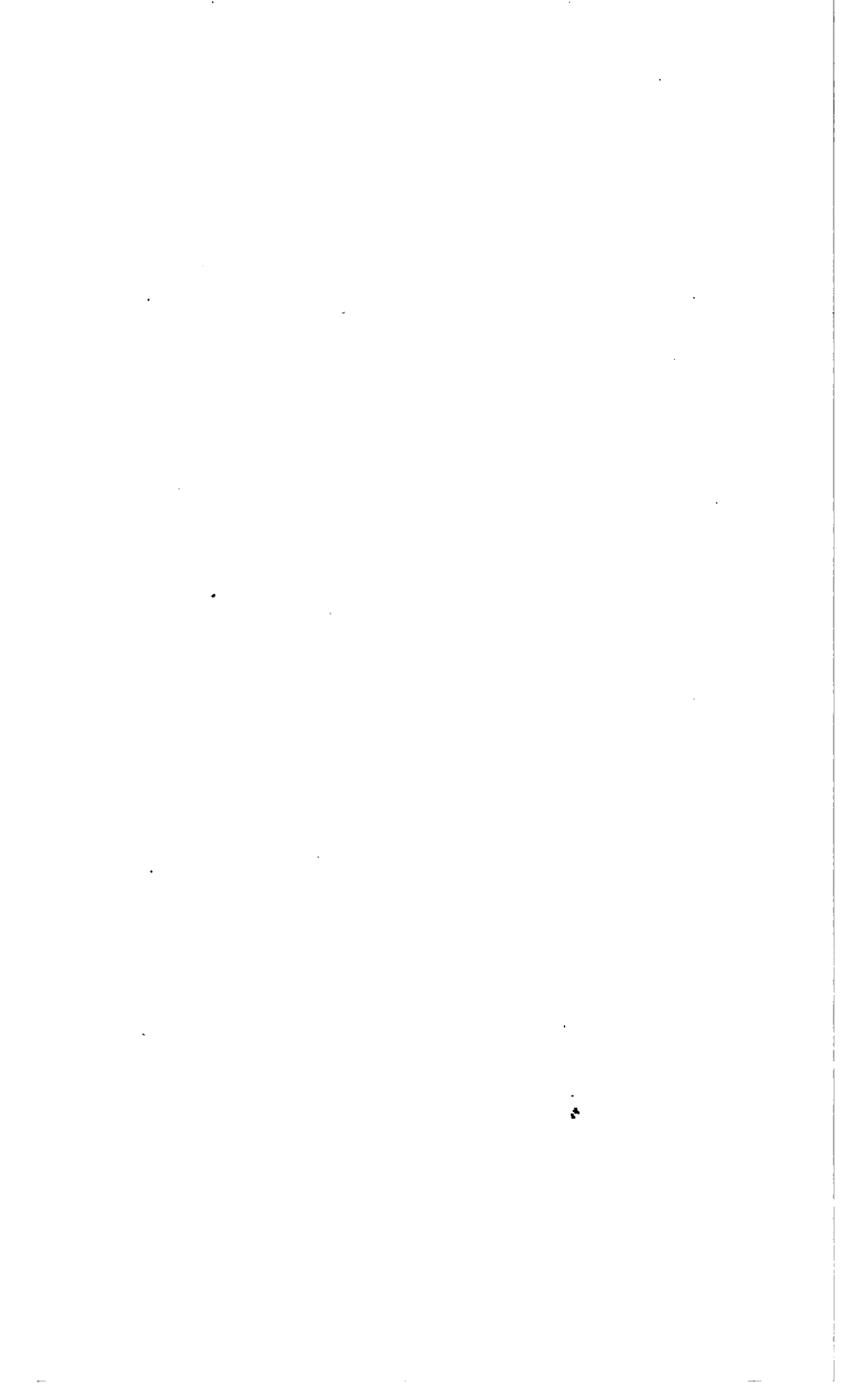
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Showing Annual Sum

	Number	Wages Paid Monthly.								
		With Board.								
		\$5-\$10	\$11-\$15	\$16-\$20	\$20-\$30	\$30-\$40	\$40-\$50	\$50 up	\$20-\$30	\$30-\$40
1895. MALE.										
July 15 to August 15	222	10	26	42	42	34	2		2	2
August 15 to October 1	1,076	15	46	64	551	47	11	2	32	10
October	371	9	9	5	262	16	3	11	6	1
November	156	2	10	10	10	47	43	3	3	
December	140	2	13	3	16	55	4		18	
1896.										
January	67	3	1	2	12	23	4		7	
February	133	5	5	3	25	6		4	3	
March	98	7	15	7	12	19	10	1	2	
April	149	12	18	6	32	11	2	8	26	
May	231	5	19	28	71	17	9	6	7	2
June	280	12	16	43	102	27	16	8	8	1
July	391	11	25	23	127	97	32	8	6	1
Totals	3,314	93	203	236	1,262	399	136	51	120	11
1895. FEMALE.										
July 15 to August 15	270	29	95	96	35		6		7	
August 15 to October 1	576	22	72	54	221	5			2	
October	257	32	64	17	32	8			3	
November	112	21	33	28	10	1			2	1
December	70	11	26	21	12					
1896.										
January	64	11	28	20					5	
February	77	11	35	16		1			12	
March	178	31	63	12	63	6			2	
April	181	26	70	32	40	13				
May	217	9	32	40	120	11			2	
June	228	10	28	60	100	9				
July	301	23	38	56	131	9			2	
Totals	2,531	236	584	452	764	63	6		37	3



employer. Time rolls on, and she is no longer the young, fresh, willing girl, but one who, through experience, has learned that efforts to please are not appreciated. She arrives at the conclusion that fortune smiles upon those who help themselves to take the world easy. She may have a little money saved; if so, she becomes indifferent to her lot as time progresses; she does the work allotted to her, and her responsibility ceases there. She ages in the service—the time arrives when, along in years, she is more competent than ever to perform the duties of the position which she seeks. But “time” has had a hand in her case; she no longer possesses the fresh appearance which long ago recommended her. She is overlooked on this account and the preference is given to the more recent recruits to the ranks. Where, at one time, she had but to apply to become engaged, she now has to go from one place to another, with her heart filled with hope and her purse lightened by \$2 or more, which she is always compelled to pay as an office fee, that this one or the next will be sure to be the last for some time at least.

Another difficulty which besets the female applicant for work is the great variety of specifications to which she must conform in order to be successful; and in order to understand this matter, one has but to glance at the blank order for help to be convinced of the truth of the statement. It often happens that, out of, say an assemblage of one hundred women, it is impossible to fill six positions, as the qualifications, such as age, kind of work, nationality, experience, and references, are not possessed to the satisfaction of the employer.

Human nature is built upon the plane of morality and charity, and if these elements are properly treated they have no cause to become dull and indifferent; but cruel treatment, indifference to the unwritten laws which should govern in the management of employes—carelessness and severity where kindness should be applied—have but one result, that of making the working person hard, careless, and independent, instead of being kind, agreeable, willing, and energetic.

Do not lay all blame at the door of the hired girl. Consult your treatment of her, and determine whether or not it is easier to accomplish the desired end by driving, or by kindness. Remember that all persons are human, and many who possess the instincts of kindness, charity, and devotion are, through stress of circumstances, compelled to earn a living; therefore, if you would have good hired help, prove yourself a good employer, and the help will do its part.

In conclusion, it can be said that the success of the first year's work has far exceeded the most sanguine expectations—over 5,800 positions have been secured, and the saving in office fees to employment offices, which would have to be advanced by applicants, has been over \$15,000. Large orders have been received from interior points and filled—the department securing transportation from the Southern Pacific Company at special rates, saving in fares alone over \$1,900; resulting in a net saving of almost \$17,000.

The work of the department, however, has been handicapped in a very marked degree. The laws governing the appropriation for the support of the Bureau and the disbursements by it have greatly restricted and limited the effectiveness of its work. The limited amount allowed for the payment of rent, viz.: \$600 per year, to say nothing of the small appropriation for the maintenance of the department, has prevented the adoption of certain measures, which, from a business standpoint, are

not only absolutely necessary, but which would easily quadruple the business of the department, and in time confine the entire work of giving employment to the laboring people of the State free of cost to this office. This could be accomplished with an appropriation adequate to open these offices in the large cities of the State.

The greatest result of the "Free-Employment Department" has been the improvement of the condition of the laboring people of the State. While there are many seeking employment, there seems to be a different feeling among them than that which existed several months since. At the opening and for a time thereafter, each day presented its case of distress or hunger; numerous unfortunate persons were provided with work; many applied as a last resort, threatening violence if speedy assistance was not rendered. Each case in turn was taken care of, and at the present time a case of distress is a rarity, and for some time past I cannot call to my mind a case of this kind. Bodies of unemployed are not parading the streets; the merchants and bankers are not subscribing large sums of money for the relief of the unemployed and are not fearful lest these persons should resort to violence and the destruction of property. The "Free-Employment Department" is the safety-valve which at all times will relieve a threatened turbulent condition of unemployed labor, and every citizen who enjoys the benefits of good government and seeks to see his neighbor prosper through a peaceful and progressive condition, should lend his support and coöperation to the success of the "Free-Employment Department."

TABLE III—RECAPITULATION.

Applications for Employment, Annual Summary, by Months.

Months.	Total.	Male.	Female.
Total	18,920	14,251	4,669
1895.			
July 15 to August 15	4,564	3,767	797
August 15 to October 1	5,946	4,827	1,119
October	1,290	865	425
November	820	638	182
December	401	353	48
1896.			
January	537	427	110
February	673	481	192
March	894	661	233
April	368	118	250
May	604	274	330
June	1,069	685	384
July	1,754	1,155	599

TABLE IV.

Applications for Employment—Annual Summary, by Months, showing Experience.

	Total.	Male.			Female.		
		Less than 5 Years.	5 to 10.	Over 10.	Less than 5 Years.	5 to 10.	Over 10.
Total 1895.....	18,920	4,992	4,738	4,521	2,015	1,801	853
July 15 to August 15.....	4,564	854	1,246	1,667	230	322	245
August 15 to October 1.....	5,946	2,064	1,598	1,185	450	496	173
October.....	1,290	364	217	284	162	138	125
November.....	820	314	149	175	68	65	49
December 1896.....	401	135	106	112	22	16	10
January.....	537	151	175	101	39	44	27
February.....	673	183	148	150	90	91	11
March.....	894	250	236	175	127	74	32
April.....	368	46	38	34	164	61	25
May.....	604	107	68	99	274	34	22
June.....	1,069	229	263	193	147	206	31
July.....	1,754	295	494	366	242	254	103

TABLE V.

Applications for Employment—Annual Summary, by Months and by Sex, showing Residence in State.

	Total.	Male.			Female.		
		Less than 1 Year.	1 to 5.	Over 5.	Less than 1 Year.	1 to 5.	Over 5.
Total 1895.....	18,920	3,311	4,483	6,457	860	1,703	2,106
July 15 to August 15.....	4,564	904	965	1,698	173	409	215
August 15 to October 1.....	5,946	1,163	1,689	1,975	187	444	488
October.....	1,290	229	264	372	124	120	181
November.....	820	196	171	271	43	48	91
December 1896.....	401	101	106	147	12	11	25
January.....	537	106	185	136	19	37	54
February.....	673	166	145	170	30	75	87
March.....	894	149	196	316	33	58	142
April.....	368	14	43	61	42	70	138
May.....	604	32	69	173	45	98	187
June.....	1,069	93	258	334	55	161	168
July.....	1,754	158	393	604	97	172	330

TABLE VI. Applications for Employment—Annual Summary, by Months and by Sex, showing Wages Desired.

	Total	Fair	Piece	With Board.						Without Board.						
				\$10—\$20	\$20—\$30	\$30—\$40	\$40—\$50	\$50—\$75	\$75—\$100	\$10—\$20	\$20—\$30	\$30—\$40	\$40—\$50	\$50—\$75	\$75—\$100	\$100 up
MALE.																
Totals	14,251	7,254	---	502	1,438	1,153	733	158	37	162	412	598	661	709	371	63
1895.																
July 15 to August 15.	3,767	2,023	---	77	278	412	373	62	18	15	16	66	130	157	114	26
August 15 to October 1	4,827	2,384	---	182	562	333	223	65	9	34	150	240	221	298	109	17
October	865	343	---	28	210	74	10	2	---	22	47	55	35	25	14	---
November	638	307	---	19	27	97	4	2	1	21	58	48	29	18	5	2
December	353	205	---	11	30	12	---	---	---	12	24	20	10	19	15	5
1896.																
January	427	294	---	10	11	3	4	---	3	10	27	23	28	12	2	---
February	481	302	---	2	10	7	3	1	1	10	43	51	34	14	3	---
March	661	379	---	37	35	29	15	9	---	6	36	33	49	25	8	---
April	118	72	---	9	9	5	1	3	---	1	---	3	4	9	2	---
May	274	182	---	13	20	8	17	---	1	2	2	2	4	13	5	---
June	685	207	---	69	126	79	46	4	2	12	---	5	58	47	28	2
July	1,155	556	---	45	130	94	37	10	2	17	9	52	59	67	66	11
FEMALE.																
Totals	4,669	691	525	1,402	1,449	249	43	7	4	41	92	95	51	17	3	---
1895.																
July 15 to August 15.	797	75	---	209	386	70	10	4	---	10	6	11	15	1	---	---
August 15 to October 1	1,119	10	405	224	314	61	---	---	4	---	21	48	19	12	1	---
October	425	94	---	142	95	37	11	2	---	24	14	4	---	---	2	---
November	182	38	---	84	35	8	2	---	---	1	3	---	---	1	---	---
December	48	15	---	11	18	3	---	---	---	---	1	---	---	---	---	---
1896.																
January	110	33	---	27	24	12	4	---	---	1	4	3	1	1	---	---
February	192	1	12	49	95	6	3	1	---	1	9	11	4	---	---	---
March	233	21	---	118	74	10	8	---	---	1	3	2	---	1	---	---
April	250	24	---	111	83	12	3	---	---	2	11	1	3	---	---	---
May	330	40	---	190	81	8	6	---	---	1	4	---	---	---	---	---
June	384	83	39	156	81	7	---	---	---	---	12	2	4	---	---	---
July	599	257	69	71	163	15	1	---	---	---	4	13	5	1	---	---

TABLE VII. Applications for Employment—Annual Summary, by Months and by Sex, showing Nationality.

	Nationality.																	
	American ..	Austrian ...	Canadian...	Dane.....	English.....	French	German	Hollander ..	Italian	Irish	Norwegian ..	Russian ...	Swiss	Swede	Scotch	Spanish.....	Welsh	Miscellaneous.....
MALE.																		
Totals	6,824	91	338	238	1,008	248	1,718	70	188	1,914	280	65	285	484	237	34	34	225
1886.																		
July 15 to August 15	1,385	32	55	57	200	71	601	26	71	778	65	16	112	160	85			55
August 15 to October 1	2,757	16	132	85	380	79	507	8	43	390	114	21	58	98	54	17	23	97
October	360	13	27	19	70	11	93	16	5	150	17	4	8	30	16	3	4	19
November	293	2	16	21	48	9	76	5	14	88	9	2	13	24	11	3	1	8
December	134	3	13	13	43	1	33	2	2	48	15	4	9	21	6		1	5
1886.																		
January	178	6	16	12	38	7	24	5	10	61	15	2	10	28	11	1		8
February	222	4	10	22	89	12	77		8	80	6	1	4	18	8			6
March	301	3	23	21	61	7	46	1	9	95	8	1	7	29	4	2	1	6
April	60			3	7	4	20			13	2	1	2	3				
May	150	1	5	1	22	6	37	1	1	21	3		5	5	11	1	1	3
June	362	4	15	9	44	18	82	2	9	69	13	2	15	21	7	2	2	10
July	622	7	26	25	53	23	122	4	16	128	13	11	23	49	22	4	1	8
FEMALE.																		
Totals	2,165	34	84	113	209	118	535	36	54	682	121	12	68	276	105	16	3	35
1885.																		
July 15 to August 15	233	12	11	22	37	24	111	21	15	138	39		24	51	46			13
August 15 to October 1	615	5	12	22	41	25	97	8	19	143	27	5	22	50	16	4	1	7
October	204	2	24	8	33	11	39	3	2	68	5		3	16	2	1		4
November	84	2	8	6	10	1	14	1		35	2		2	10	2			5
December	26	1	1		4		2			8	1		2	3		1		1
1886.																		
January	56	2	7	5	9	2	8	1	3	14	1			2				
February	111			2	5	3	23		2	33	3		2	8				2
March	112			1	13	10	25			43	5		2	12	6			2
April	111	2	3	2	9	8	44			41	1		1	16	8	4		2
May	161			1	15	6	57		1	49	4			28	5			2
June	176	2	8	11	15	12	44			5	11	5	2	35	6	2	1	1
July	276	6	8	33	18	16	71	2	7	62	22	2	10	45	14	3	1	3

TABLE VIII.

Applications for Employment—Annual Summary by Months and by Sex, showing Literacy and Illiteracy.

	Male.			Female.		
	Yes.	No.	Total.	Yes.	No.	Total.
Totals	13,844	407	14,251	4,585	84	4,669
1895.						
July 15 to August 15.....	3,658	109	3,767	783	14	797
August 15 to October 1	4,729	98	4,827	1,096	23	1,119
October.....	827	38	865	416	9	425
November.....	607	31	638	177	5	182
December.....	340	13	353	47	1	48
1896.						
January.....	422	5	427	108	2	110
February.....	469	12	481	189	3	192
March.....	646	15	661	233	-----	233
April.....	117	1	118	249	1	250
May.....	274	-----	274	330	-----	330
June.....	648	37	685	377	7	384
July.....	1,107	48	1,155	580	19	599

TABLE IX.

Applications for Employment—Annual Summary, by Months, showing Citizenship.

	Total.	Yes.	No.
Total	14,251	13,258	993
1895.			
July 15 to August 15.....	3,767	3,294	473
August 15 to October 1	4,827	4,643	184
October.....	865	809	56
November.....	638	601	37
December.....	353	330	23
1896.			
January.....	427	412	15
February.....	481	461	20
March.....	661	635	26
April.....	118	114	4
May.....	274	264	10
June.....	685	622	63
July.....	1,155	1,073	82

TABLE X.

Applications for Employment—Annual Summary, by Months and by Sex, showing Ages.

	Age.					
	Total.	20 to 30.	30 to 40.	40 to 50.	50 to 60.	60 and up.
MALE.						
Total	14,251	5,909	4,267	2,580	1,256	239
1895.						
July 15 to August 15.....	3,767	1,295	1,034	868	566	4
August 15 to October 1	4,827	1,949	1,539	843	341	155
October.....	865	370	260	153	70	12
November.....	638	343	150	99	42	4
December.....	353	184	95	50	18	6

TABLE X—Continued.

Applications for Employment—Annual Summary, by Months and by Sex, showing Ages.

	Age.					
	Total.	20 to 30.	30 to 40.	40 to 50.	50 to 60.	60 and up.
1896. MALE—Continued.						
January	427	218	120	61	25	3
February	481	210	154	70	38	9
March	661	298	229	95	33	6
April	118	49	40	22	7	-----
May	274	129	87	44	8	6
June	685	325	191	105	44	20
July	1,155	539	368	170	64	14
FEMALE.						
Total	4,669	2,693	1,145	606	197	28
1895.						
July 15 to August 15	797	335	219	164	79	-----
August 15 to October 1	1,119	696	253	127	29	14
October	425	241	103	63	18	-----
November	182	120	41	14	6	1
December	48	30	11	7	-----	-----
1896.						
January	110	57	29	18	5	1
February	192	135	40	11	5	1
March	233	134	63	33	3	-----
April	250	173	49	26	2	-----
May	330	196	86	30	17	1
June	384	208	106	47	16	7
July	599	368	145	66	17	3

TABLE XI.

Applications for Employment—Annual Summary, by Months and by Sex, showing Condition and Number Dependent.

	Married.	Single.	Widow-er.	No. in Family.
MALE.				
Total	5,005	8,377	869	12,463
1895.				
July 15 to August 15	1,873	1,731	163	4,660
August 15 to October 1	4,476	3,014	337	2,701
October	260	545	60	771
November	181	405	52	678
December	131	185	37	399
1896.				
January	173	229	25	418
February	177	274	30	410
March	243	383	35	785
April	38	79	1	165
May	75	195	4	217
June	161	476	48	557
July	217	861	77	692
FEMALE.				
Total	840	2,959	870	2,051
1895.				
July 15 to August 15	208	449	140	573
August 15 to October 1	211	695	213	468
October	89	239	97	200
November	38	115	29	113
December	5	29	14	38
1896.				
January	23	73	14	37
February	19	132	41	78
March	27	165	41	53
April	21	184	45	37
May	68	177	85	28
June	75	244	65	191
July	56	457	86	235

TABLE XII.

Applications for Employment—Showing Annual Summary, by Months, by Sex, and by Occupations.

Occupation.	1895.					1896.							
	Total	July 15 to Aug. 15.	Aug. 15 to Oct. 1 ..	October	November	December	January	February	March	April	May	June	July
MALE.													
Total	14,251	3,767	4,827	865	638	353	427	481	661	118	274	685	1,155
Arts	29	16	12	2									1
About house	2												
Boilermaker	112										2		
Bar	43		39	3	4	4	1	3	14	1			
Baker	170	41	62	3	16	5	3	3	14	2	6	4	11
Barber	10	3	6						1				
Bookbinder	12	4	3										
Blacksmith	261	73	86	11	17	6	8	18	13	2	1	4	1
Brewer	9	5	4									7	19
Boys	364	97	108	12	13	7	14	4	22	4	6	36	41
Butcher	108	45	29	7	8	3	4	5	5	1			
Bookkeeper	254	66	92	8	10	6	6	10	14	9	11	8	14
Candyman	8		3										
Carpenter	585	146	188	42	31	34	25	23	25	4	19	19	29
Clerk	799	228	320	46	38	18	20	11	47	6	16	22	27
Coachman	121	29	41	10	5	4			5			14	13
Cook	727	175	213	51	46	16	19	26	54	8	14	46	59
Cigarmaker	11	7	4										
Cooper	26	10	16										
Dairymen	104	31	46	3	5	4	5	5			5		
Dentist	1	1											
Druggist	11	7	4										
Dishwasher	89				6	11	8	2	8	3	9	19	23
Electrician	47	19	21	2	1	1		3					
Engineer	502	142	186	28	28	18	13	24	24	7	6	12	14

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TABLE XII—Continued.

Occupation.	1895.					1896.							
	Total	July 15 to Aug. 15.	Aug. 15 to Oct. 1 ..	October	November	December	January	February	March	April	May	June	July
FEMALE.													
Total	4,669	797	1,119	425	182	48	110	192	233	250	330	384	599
Arts	8		4					4					4
Bookkeeper	28	3	12					4	3			2	4
Chamber-work	611	113	48	65	26	12	15	27	32	58	48	71	96
Clerk	150	27	26	16	7	1	12	6	8	10	9	7	21
Cigarmaker	3	1	2										
Cook	415	94	47	47	18	3	14	19	26	23	40	38	46
Cannery help	294	69	112		1			4				39	69
Factory help	36			15	5	1	3	12					
Governess	141	8	29	1			2	6	6		21	30	38
Housekeeper	189	47	56	26	8	2	9	7	9	10	9	2	4
Housework	1,633	289	297	148	90	18	36	54	71	84	146	151	249
Hop-picker	185	6	179										
Laundress	96	11	28	4	3	2	3	4	6	2	5	12	16
Milliner	25	2	22										
Miscellaneous	46			21	3	3	5	7		3	4		
Nurse	302	57	61	38	12	3		12	38	33	23	14	8
Raisin-packer	96		96										
Seamstress	107	44	18	15	3	1	3	6	3	7	4	1	2
Stenographer	49	3	24	4	1	1	3	4	2	6	1		
Teacher	38	9	19	3	1		3	4	2				
Waitress	217	14	36	22	4	1	5	12	27	14	19	17	46

TABLE XIII.

Help Supplied—Annual Summary, by Months and by Sex, showing Number.

	Total.	Male.	Female.
Total	5,845	3,314	2,531
1895.			
July 15 to August 15	492	222	270
August 15 to October 1	1,652	1,076	576
October	628	371	257
November	368	156	112
December	210	140	70
1896.			
January	131	67	64
February	210	133	77
March	176	98	178
April	330	149	181
May	448	231	217
June	508	280	228
July	692	391	301

TABLE XV.

Help Supplied—Annual Summary, by Months and by Sex, showing Ages.

	Total	Male.					Female.				
		20 to 25	25 to 30	30 to 35	35 to 40	40 up	20 to 25	25 to 30	30 to 35	35 to 40	40 up
Total	5,845	1,415	1,184	519	157	39	1,555	597	263	104	12
1895.											
July 15 to Aug. 15	492	76	106	35	5		174	48	37	11	
Aug. 15 to Oct. 1	1,652	429	368	202	57	20	369	127	45	32	3
October	628	185	132	40	14		183	53	25	13	3
November	368	80	45	21	8	2	67	30	12	3	
December	210	56	49	26	9		50	15	5		
1896.											
January	181	24	26	13	3	1	43	12	5	4	
February	210	44	38	30	19	2	52	22	2	1	
March	176	36	36	20	3	3	109	34	30	5	
April	330	60	62	21	4	2	105	51	21	4	
May	448	90	98	30	10	3	122	64	20	10	1
June	508	153	87	31	7	2	130	64	24	7	3
July	662	182	137	50	18	4	171	77	37	14	2

TABLE XVI.

Help Supplied—Annual Summary, by Months and by Sex, showing Condition, and Number Dependent.

	Male.			Female.		
	Married.	Single.	No. in Family.	Married.	Single.	No. in Family.
Total	849	2,465	1,651	437	2,094	823
1895.						
July 15 to August 15	98	124	165	52	218	91
August 15 to October 1	277	799	555	121	455	240
October	91	280	171	69	188	127
November	46	110	72	22	90	37
December	20	120	37	15	50	31
1896.						
January	24	43	36	23	41	20
February	40	93	92	13	64	25
March	20	78	89	11	167	15
April	25	124	26	8	173	17
May	56	175	97	32	185	57
June	48	232	194	34	194	66
July	94	297	167	37	264	97

TABLE XVII. *Help Supplied—Annual Summary, by Months and by Sex, showing Nationality.*

		Miscellaneous	Welsh	Spanish	Scotch	Swede	Swiss	Russian	Norwegian	Irish	Italian	Hollander	German	French	English	Dane	Canadian	Austrian	American	Total
MALE.																				
Total	3,314	43	6	7	29	127	59	12	48	464	44	21	412	57	145	75	62	33	1,670	
1895.		1				17			1	68			31	12	7	1	6		78	
July 15 to Aug. 15		22	2	3	5	29	17	4	14	133	10	8	105	10	35	28	21	14	618	
Aug. 15 to Oct. 1		13			7	12	6		16	66	6	2	53	9	28	13	7	1	132	
October		2			3	7	2		5	25		2	17	3	2	5	2		64	
November			4		1	6	4		1	23	5		17	3	4		1	7		
December																				
1896.																				
January		1								5	4		12	1	4	1	1		38	
February									3	20	6	1	18	2	5	4	7	1	61	
March						5				7			16		6				62	
April					1	5										7			103	
May		2		2	2	3	7	3	3	23	4	4	34	3	13	4	3	3	104	
June					3	16	7	2	1	29	3	1	50	3	11	3	8	3	136	
July		2		2	7	17	9	3	4	53	6	3	43	5	23	9	6	4	195	
FEMALE.																				
Total	2,631	32	11	5	26	125	22	11	23	366	26	10	266	75	81	46	35	10	1,361	
1895.																				
July 15 to Aug. 15		20	3	2	9	2			3	44	11	2	28	10	9	5	8	1	113	
Aug. 15 to Oct. 1		6	5	1	2	20	2	5	1	77	1	3	63	7	12	5	7	1	357	
October		2			3	6	2			41			24	8	7	3	1	1	158	
November						2				12			8	1		1	3		83	
December						4				5	1		7		3	1	1	1	47	
1896.																				
January						4			2	8			9				2	1	38	
February		1			1	3				18		1	5	1	1	1	1		44	
March					4	8			2	38	2		25		17		2		80	
April						3				23				31	5	9	1		90	
May		1	1		1	20	12	2	3	26	1	2	30		7	4	3		111	
June			1	1	2	23	2	2	3	29	1	1	30	8	8	6	3	1	109	
July			1	1	4	30	4	2	9	39	9	1	37	5	12	11	3	2	131	

TABLE XVIII.
Help Supplied—Annual Summary by Months, by Sex, and by Occupation.

Occupation.	Total	1895.					1896.						
		July 15 to Aug. 15.	Aug. 15 to Oct 1.	October	November	December	January	February	March	April	May	June	July
MALE.													
Total	3,314	222	1,076	371	156	140	67	133	98	149	231	280	391
Art	4	---	2	---	1	---	---	---	---	---	1	---	---
About house	20	---	---	8	---	---	---	---	---	---	---	---	12
Bar	3	---	3	---	---	---	---	---	---	---	---	---	---
Baker	14	---	6	---	1	---	---	---	1	---	---	3	---
Barber	8	---	---	---	---	---	---	---	---	---	---	---	---
Blacksmith	42	7	9	---	3	2	1	---	2	7	6	5	7
Boys	101	8	26	6	4	12	2	1	3	9	9	10	11
Butcher	8	1	2	---	---	---	---	5	---	---	---	---	---
Bookkeeper	9	4	4	2	---	1	---	1	---	---	---	---	---
Candy maker	1	---	1	---	---	---	---	---	---	---	---	---	1
Carpenter	153	14	51	33	5	8	1	1	2	7	16	9	6
Clerk	31	4	8	1	1	3	2	1	1	---	6	2	3
Coachman	7	---	---	---	---	---	---	---	---	---	---	---	---
Cook	153	19	26	13	5	8	8	7	7	8	14	27	11
Cooper	2	---	2	---	---	---	---	---	---	---	---	---	---
Dairyman	20	2	11	---	1	1	---	1	1	---	3	---	---
Druggist	4	---	1	---	---	---	---	---	---	---	---	---	---
Dishwasher	98	---	---	---	5	3	3	3	5	12	18	32	17
Electrician	1	---	1	---	---	---	---	---	---	---	---	---	---
Engineer	15	1	3	---	---	2	---	---	---	3	2	2	2
Fireman	2	---	---	---	---	---	---	---	---	---	---	---	---
Farmer	153	12	27	14	6	12	3	4	4	---	12	32	27
Fruit	255	10	236	---	---	---	---	---	---	---	---	---	---
Gardener	24	4	6	1	2	1	---	---	3	9	4	---	---

	177	2	48	15	82		70	64	77	178	181	217	228	301
Teamster	177													
Tinsmith	2		1											
Upholsterer	1													
Waiter	102	10	18	7	3		1	3	4	12	8	8	12	16
Watchman	5		2						1					2
Woodman	185	43	22	3			4	16	14	15	16	12	14	26
Wagon-driver	7												3	4
Total	2,531	270	576	257	112	70	64	77	178	181	217	228	301	
FEMALE.														
Art	1		1											
Bookkeeper	5	2	2											
Chamber-work	223	26	27	15	4		4	4	8	6	21	24	32	45
Clerk	21	4	2	4	3		1	1	2	3	1	3	2	2
Cook	209	31	29	16	8		3	6	6	29	20	17	21	23
Cannery help	178	86	51										14	27
Factory help	28			1	15			4	8					
Governess	67	7	14	1	1			2	3	1	1	6	2	29
Housekeeper	69	6	27	10	1		1	2	4	3	1	6	1	3
Housework	1,045	48	187	72	71		47	31	26	97	105	108	111	142
Hop-picking	59	2	57											
Laundress	51	5	13	9			2		2		2	5	9	4
Milliner	5	1	4											
Miscellaneous	8													
Nurse	155	19	38	14	5		2		4	1	13	14	21	3
Raisin-packer	183		83	100			4	8	6	10				
Seamstress	22	4	9		1				2	2	1		1	2
Stenographer	6	1	2	1					1			1		
Statcher	2		1											
Waitress	194	28	29	13	6		4	2	5	29	15	28	14	21

TABLE XIX. *Help Supplied—Showing Wages Paid, by Occupations.*

Occupation.	Number..	Wages Paid Monthly.														Piece
		With Board.							Without Board.							
		\$5-\$10	\$11-\$15	\$16-\$20	\$20-\$30	\$30-\$40	\$40-\$50	\$50 up	\$20-\$30	\$30-\$40	\$40-\$50	\$50-\$60	\$60-\$75	\$75-\$100	\$100 up	
MALE.																
Total	3,314	93	203	236	1,262	399	136	51	120	113	384	100	95	98	24	
Art	4	5	5	4	6	3				1	2		1			
About house	20										1					
Bar	3															
Baker	14				1	4	7	2								
Barber	3						2									
Blacksmith	42				3	15	9	4				5	3	3		
Boys	101	15	13						70	2				1		
Butcher	8	2				2			3		1					
Bookkeeper	9				1	2		2		2	1		1			
Candy-maker	1											1				
Carpenter	153				7	7	3	9	1	1	14	48	30	15	18	
Clerk	31				4	1	1		6	6	10	2		1		
Coachman	7				5	2										
Cook	153	1	4	10	40	60	23	14		1						
Cooper	2											2				
Dairyman	20		1	3	10	4		2								
Druggist	1													1		
Dishwasher	98	10	28	34	23	1	1	1								
Electrician	1										1					
Engineer	15				1	8	1					3	1	1		
Fireman	2					2										
Farmer	153	1	19	38	93	1	1									
Fruit	255	1	6	10	238											
Gardener	24	2	3	3	12	3			1							
Handyman	125	27	30	21	16	1			21	6	2		1			
Harness-maker	4					3	1									
Hotel help	51	8	14	13	16											
Hostler	16		2	1	5				1		7					
Hop-picker	161										161	1				
Ironworker	2								1							
Janitor	4										2					
Kitchen	104	9	38	42	15											
Laborers	910	2	6	3	548	129	4		10	64	133	10	1			
Lumberman	2															
Laundryman	9				1	4	3				2	1		2		
Liveryman	5				2									4		
Machinist	30						8	8	1		2	4		2	1	

30	Mason	236	584	452	764	63	6	37	35	22	1	1	2	2	14	17	1
31	Miller	1															
32	Miner	1															
37	Man and wife																
45	Miscellaneous	6	7	4	2	4	4										
46	Nurse	2	3	2	3	1	2										
49	Painter	1	1	5	3												
56	Paperhanger																
57	Peddler	13	1														
60	Plumber		2														
61	Porter		3														
62	Printer	1	1														
63	Salesman	7															
64	Shoemaker	6															
65	Stenographer	2															
66	Stenographer	2															
67	Stenographer	2															
68	Teamster	13															
69	Teamster	177	1	79	44	42	3	1	1	5	1						
70	Tinsmith	2															
71	Upholsterer	1															
72	Waiter	2	10	25	46	18		1									
73	Waiter	5															
74	Watchman																
75	Woodman	185	15	59	51	23	1	16	19	1	1						
76	Wagon-driver	7			2	2		3	1								
FEMALE.																	
2531	Total	236	584	452	764	63	6	37	35	22	1						331
2532	Art	1															
2533	Bookkeeper	1															
2534	Chamber-work	16	74	41	89	3		1	2	1							
2535	Clerk	21	3		3												
2536	Cook	3	34	50	107	14		12	2		1						
2537	Cannery help	178	20	40	20		6	1									
2538	Factory help	28															
2539	Governess	67	18	18	11	2		12	16								
2540	Governess	69	8	24	11	5											
2541	Housekeeper	1045	124	279	403	14		2	3	2							
2542	Housework	59															
2543	Hop-picking	51	1	10	24	14											
2544	Laundress	5															
2545	Milliner	8			3			1	1	3							
2546	Miscellaneous	1	2														
2547	Nurse	155	56	64	21	12	2										
2548	Nurse	183															
2549	Rain-packer	22															
2550	Seamstress	6	2	1	9	2		4	2	2							
2551	Stenographer	6						3	2								
2552	Teacher	2	1		1												
2553	Waitress	194	10	63	55	59	6	1									

EMPLOYMENT AGENCIES.

There are 69 well-equipped employment agencies in the State, situated as follows: Alameda County, 6; Fresno County, 4; Humboldt County, 1; Los Angeles County, 10; Sacramento County, 4; San Diego County, 2; San Francisco County, 30; Santa Clara County, 4; San Joaquin County, 4; Sonoma County, 4.

This list does not include the small offices situated in the different cities and remote districts, whose business is conducted in addition to other lines. There are many of this class of establishments, but the aggregate of business transacted by them has not been canvassed, owing to the great amount of work necessary to determine facts of secondary import.

Investigation of the current expenses of the 69 offices within this State discloses an annual expenditure of \$130,800. In arriving at this conclusion the business has been graded into three classes:

Class one—The offices whose current expenses average \$300 per month;

Class two—The offices whose current expenses average \$200 per month;

Class three—The offices whose current expenses average \$100 per month.

As the following table shows—

	Number of Officers.	First Class—\$300.	Second Class—\$200.	Third Class—\$100.
Alameda County	6	--	--	6
Fresno County	4	--	2	2
Humboldt County	1	--	--	1
Los Angeles County	10	--	6	4
Sacramento County	4	--	2	2
San Diego County	2	--	2	--
San Francisco County	30	6	12	12
Santa Clara County	4	--	2	2
San Joaquin County	4	--	2	2
Sonoma County	4	--	--	4
Totals	69	6	28	35

This sum of \$130,800 simply covers the actual current expenses, such as rent, advertising, clerical help, and incidental expenses. Under this last head is placed the cost of printing, stationery, license, fuel, telegraphing, telephone, etc., but does not include the subsidies paid by agents in the shape of commissions to employers and supernumeraries who have charge of help under various managements. This latter sum is enormous in some instances, but a definite figure cannot be arrived at, owing to the covert way in which this portion of the work is conducted. To the sum of \$130,800 must be added the cost of living of those who conduct the said 69 offices.

This sum will be estimated in the following conservative manner:

Class one (6), at \$150 per month, or.....	\$900 00
Class two (28), at \$100 per month, or.....	2,800 00
Class three (35), at \$75 per month, or.....	2,625 00

The three classes aggregating \$6,325 per month, or \$75,900 annually. This latter sum added to the sum of \$130,800 aggregated a total cost of maintenance of the 69 principal employment agencies of this State at the enormous sum of \$206,700 per year (without taking into consideration subsidies paid as before mentioned or profits accruing, which I have no means of determining), which the laboring people of the State of California support, as they are the sole contributors to this particular business.

Assuming the enormous amount of \$206,700 to be the cost of maintaining 69 employment offices, let us see what this amount of money will accomplish by way of purchasing positions:

At \$1 each it will buy 206,700 positions; at an average of \$2 each it would purchase 103,350 positions; at an average of \$3 each it would provide 68,900 positions. The latter sum of \$3 is found, throughout the different States of the Union, to be the average price paid by individuals to employment agents for a single position.

The statistics of population of 1890 give California 544,165 persons engaged in gainful occupations, apportioned as follows:

	Males.	Females.
Persons engaged in agriculture, fisheries, and mining.....	157,913	3,052
Persons engaged in professional service.....	20,921	8,895
Persons engaged in domestic and personal service.....	110,087	28,985
Persons engaged in trade and transportation.....	95,556	4,943
Persons engaged in manufacturing and mechanical industries.....	98,866	16,694

Of the above persons the classes which, more particularly, are obliged to deal with the employment agent, are those engaged in agriculture, fishing, and mining (160,965); domestic and personal service (137,045), and manufacturing and mechanical industries (115,560), making a total for the three classes of 413,510 persons (with a small percentage of the other above-named classes) who contribute to the support of the paid employment system of our State.

The character of the business transacted by the different offices varies. While all aim to supply all kinds of help to all kinds of employment, the business of the different agents has drifted into different lines according to the manner in which the various agencies have adapted themselves. Some make a specialty of male help, others of female; some make a specialty of supplying the heavier lines of employment, such as labor to city and country, for street work, railroad and other contracting work, mill work, farming, vineyard, hop-field, lumbering, teaming, etc.; others taking and making a specialty of the lighter lines of employment, such as factory, clerical, store, hotel, and domestic help.

The fees charged in the before-mentioned lines also form an interesting subject for consideration, owing to the wide diversity of tax which labor is required to pay. In nearly every case the agent has stated that it is customary to charge from 8% to 10% of the first month's wages, and, while in some instances this rule is obeyed (as a departure from same would be disadvantageous), the same rule governs the sale of positions as does that of supply and demand in all other affairs. With no law fixing a system of fees under which the agent shall operate, he is allowed full sway in which to conduct his "cinch game" just so long as

he has what the individual laborers require, and just so long, without legislative restriction, will he demand and receive the maximum fee which the workman can pay. The positions are sold for all they will bring. If it is laboring work at \$1 per day, \$1 to \$2 is charged; if lighter employment, from \$15 to \$50 per month, from \$1 to any amount obtainable; if for a higher class of employment, the sale of the position then assumes the shape of an auction and is sold to the highest bidder, and in instances has brought as high as \$100.

A source of incessant trouble and complaint has been the dishonest business practices of these agents; and, while a few endeavor to conduct their business fairly and seek to do what is just by their patrons, I am obliged, in this instance, to class the innocent with the guilty and condemn the business as a whole as the most despicable of any with which it has been my misfortune to come in contact.

With the alluring advertisements and promises of material benefit, the laboring people have been victimized for years, and have been obliged to pay the highest price and produce the last nickel to be sent to find employment where the same, in countless cases, did not exist—who returned and demanded a return of fees, only to be refused, and often ejected from the offices. There are tricks in all trades, but I do not know of any trade which possesses quite so fine a repertoire of legerdemain as did the employment business before these unbridled highwaymen were halted in their nefarious customs. The methods adopted in this line outrival in corruption anything recorded of any other legitimate or quasi legitimate enterprise.

Upon the receipt of an order, the agent posts the same in his place of business and then sends any number of applicants to take the position (in case the same is within a reasonable traveling distance), requiring from each the fee, and giving in return the following receipt, which is required by law (Resolution No. 3640, third series, Board of Supervisors, City and County of San Francisco):

SAN FRANCISCO, -----, 189...

Received of ----- the sum of -----, for which we agree to furnish correct information by which ----- shall be enabled to secure a situation as ----- with -----, at -----, at wages \$----- per month.

Failing to do which, we promise to refund the sum of \$ --- on return of this receipt within ----- days, together with a written statement from the employer that the applicant could not get the situation above stated.

But the undersigned do not hold themselves responsible for any expense incurred by the said ----- should ----- fail to obtain the situation above stated, unless the information given at this office, upon which ----- acted and applied for said situation, should be found to have been incorrect. After an engagement has been made, office fees will not be refunded.

\$-----

Thus, for one position, say, five applicants pay a fee of \$2 each, \$10 is collected by the agent; and as only one of the five is successful, the other four return for the deposit made, and this is generally refused with the promise that the agent will find applicant another position in consideration of the money left on deposit.

I say this is generally refused, from the fact that when I assumed the office as Commissioner, and it became known that I was diametrically opposed to the methods pursued by employment agents, my office was swarmed from day to day by persons holding the receipts for money paid for which they received no benefit except by way of promise of future

assistance—the said receipt covering a period, in some cases, of several months.

My arbitrary stand brought the guilty agents to time. In each case I required them to come to the office and explain their actions and refund the money. Some at first questioned my authority, and were loth to conform to my instructions, but a determined stand overcame all objections, so that at the present time the agent against whom a complaint is registered is all haste to remedy any misunderstanding.

It may be of interest to record the number of cases by months and show the aggregate amount of money returned to working people in the short space of one year.

	Number of Cases.	Amount of Fees.
July	105	\$238 50
August	78	128 00
September	90	167 00
October	56	98 50
November	31	53 50
December	42	67 50
January	32	56 00
February	21	47 00
March	37	69 50
April	26	45 00
May	19	32 50
June	21	37 00
Totals	458	\$1,040 00

This unsystematic manner of conducting business very forcibly shows the necessity of a law fixing uniform rates to be charged by the agents, with the proper protective measures for the applicants.

No better way of showing the inhuman and harrowing manner of treating labor can be found than to record the treatment by some employers who secure help through the medium of the employment agent. The following statement, which to persons who have not the opportunity of seeing and knowing of these abuses will appear as incredible, is strongly corroborated by affidavits which will follow:

A flaring "ad" in the newspapers will attract a large crowd of laborers to an employment office to take and pay for a position as teamster or grader on railroad work. They will be charged a fee of \$2 and shipped several hundred miles to the work, where they will engage with a contractor who, if he had his just deserts, would be doing hard labor for the balance of his life in a State penitentiary. The laborer will be paid \$1 75 per day and charged 75 cents for board; he will be required to work 10 hours per day in the most insufferable climate, when the thermometer stands at 120° in the shade—working on the road, inhaling atmosphere thick with dust. During the time off work he is provided for in a tent. The dining-room where he is supposed to take his meals is closely joined to a pig-pen, and, as the scene would so shock the finer sentiments of the pig, compassion for that animal on the part of the contractor prompted him to shut off from the view of the pig the inferior premises occupied by the laborers. Here they are half fed and permitted to quench their thirst with water which is heavily charged with alkali, and is stored in a tank, which is never cleaned, and is always

provided with a green scum two or three inches thick—from this tank all water for cooking and drinking purposes is drawn. It is needless to say that this country has its full quota of zymotic diseases.

But the laborers are not required to drink the water, as the philanthropic contractor has provided for his help a fount at which all may quench their thirst at 12½ cents a drink, and take beer, or whisky, or anything else, a short acquaintance with which induces them to part with all the money they can earn; and, in fact, the contractor is very jealous over the attention that this bar receives, and any lack of deference to it on the part of the laborer is deemed sufficient grounds for prompt dismissal.

The tenure of service for this employer in extreme cases is ten days. The majority of men stay not over two. Their trouble of discharging themselves does not end there. They are given a time-check, payable at a distant point, to which they are obliged to walk or pay railroad fare, which in almost every case exceeds the total amount of their checks, or discount the same at a ruinous rate. The laborer then, without means, is forced to find his way back to the city by walking or beating his way upon the brakebeams; and many a poor unfortunate has settled accounts with this world in this manner, and the verdict has been "accidental death." They are obliged to beg their food, and many throw away their blankets, as in their weak condition the burden of their most valuable belonging on earth is too great to carry.

The contractor and employment agent divide the commissions—I believe it, and feel sure that a wholesale robbery of the working classes has in this manner been successfully carried on, as a standing order for help for this work was posted in the office of Hansen & Co. until I exposed their methods, and each day one or two carloads of men were shipped for the work—fifty men were engaged to perform the work that under other conditions could be accomplished by one.

Not only do the conspiracies of contractor and employment agent work hardships upon the laboring people, but the employment agent himself, in order to realize a profit, accepts the office fees from persons when he knows positively that they will prove incompetent help; and, after they have been compelled to pay railroad fare and other expenses to distant points, they are discharged, and can only look for redress to the agent, who promptly refuses to reimburse them. Hence, a statement of their grievances to me.

Another ingenious trick of the agent is to take from the advertising columns of the daily press the list of help wanted and supply the same, charging a fee commensurate with the benefits to be derived from the employment. The case at point in this particular instance is that of an employer in Alameda County who desired the services of a stonemason and advertised for same. ———, having answered the "ad," received no reply, but was subsequently sent to the said position by Crossett & Co. (employment agents) upon a fee of \$5 having been paid to the latter. Subsequent investigation disclosed the fact that Crossett & Co. acted without authority, the employer never having sent the order to them. These facts are substantiated by the affidavit of ———.

The following letters and affidavits of aggrieved laborers will pretty well define the character of the employment business as at present conducted:

SAN FRANCISCO, CAL., June 22, 1896.

E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: It may be well to inform you of the fraud that is still practiced in the employment offices.

In South San Francisco there is extensive grading going on. All the grading is done by the contracting firm of Hogan & Burns, who bid so cheap for contracts as to keep honest employers out of it. During the winter and spring of 1895, Hogan made more money out of employment offices than he did by grading streets. A colored man who kept an office on Third Street supplied Hogan's orders with no less than from fifteen to sixty men a day—the office fee \$1 50; Hogan getting 50 cents for every man he would take out of the office, and he would pay only 40 cents a day to the laborer. After your good office closed the "nigger's" employment office, Hogan was obliged to get help through other sources, and pay them. Now that the same traffic of defrauding laborers is again opened with Hogan and Martin & Co., employment agents at 749 Market, and Leon Andre, a Frenchman on Stockton Street, laborers should be warned about Hogan's grading camp in South San Francisco.

Yours respectfully,

(Signed:) D. HACKETT.

LOS ANGELES, CAL., January 4, 1896.

To the Honorable State Labor Commissioner, San Francisco, Cal.:

DEAR SIR: I see, through the daily press, of your success that you have made in your fight against certain unscrupulous employment agents. The undersigned notifies you hereby that here in Los Angeles a worse condition of affairs exists. This town has only sixteen offices of this kind, and one Free Agency, run by the city and county. Who pays for these vermin? Who pays high rents, daily advertising, two and four clerks, etc.?

Now, it is a well-known fact that Hummel & Co., who were driven out of Salt Lake City a few years ago, about monopolizing the business—they are in with nearly every employer around and in Los Angeles. You must go to an office to get a position and pay 10% of your first month's wages, no matter if you only work two days. It happened to me on Christmas day that I went to the Ralston restaurant, on Second Street, to apply for the position of broiler. The steward told me very politely that I could "get the position, but to get it and hold it I had to go the next day to Hummel & Co. and pay my \$5, for he made an agreement with Hummel & Co. to take all his help from them."

Now, these are solid facts, and true. Now, Mr. Fitzgerald, as you have been so very successful in so short a time, keep on and freeze out every employment office from San Diego to the State of Oregon.

Yours very truly,

(Signed:) JOHN SHAFFER.

SAN FRANCISCO, CAL., August 22, 1895.

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

DEAR SIR: I take the liberty of making a few comments on the following advertisement, clipped from the "Morning Call" of even date:

Vineyardists, fruit-growers, and others, please take notice: If you want reliable help, send to a reliable and experienced employment agency. We know your wants and the sort of help needed, having been twenty years established under the laws and license of this State.

Inexperienced free intelligence offices, private or political, know no more about the employment business, or the proper supplying of help, than a child does, and will send a barber or a watchmaker to pick grapes in a locality where the thermometer stands 100 in the shade or over.

For experienced and able men to pick grapes or fruit, or for able-bodied men for any kind of work, send your orders to the old reliable firm of

W. D. EWER & CO., 626 Clay Street, S. F.

I don't suppose for a moment that you will be swayed from the proper discharge of your duties or take any notice of what may properly be considered a slur cast by one of the so-called "reliable employment agencies" against the management of the State Labor Bureau, which no doubt is greatly injuring their "legitimate" receipts.

I had occasion to be at Fresno during the raisin season of 1893, and, being a close observer of human nature, I quietly investigated the cases of many of the waiters, shoemakers, and others sent down to the malarial San Joaquin Valley to pick grapes, eleven hours a day, under a burning sun. Arriving at Fresno, the men were packed on wagons like so many sheep or animals, and driven out to the various vineyards—we will pass the treatment, food, and accommodations they received on many of these places, and hope that the day may soon come when the State shall extend its jurisdiction over them, and either control and own them or enforce the maintenance of common sanitary regulations necessary for the comfort and health of the employés.

In that season, particularly, the employment agents represented to many a destitute bank clerk and salesman, the picking of grapes as a "regular picnic," with a chance to earn quite a little sum of money in the bargain. Many that I interviewed had pawned a few more pieces of their already scanty household furniture, and, of two that I am able to call to mind, one had pawned an overcoat of his own and the other a few pieces

of his wife's wearing apparel, to pay for a railroad ticket; while carpenters, stablenien, and others sent down to work at their own occupations, at good wages, and had to pick grapes, selected the most comfortable seats they could find on brakebeams and other parts of passenger and freight cars—a few who were green in their selections being jostled off, and the supposed tramp, when picked up by the next train, having probably lain down, while drunk, and met "accidental death." But why recall such facts, for truly such they are! The vast armies of the unemployed drifting through the State in search of work are witnesses and often sufferers of the most acute pain and suffering, and the inducements to cross the dark boundary line of mortal life are many. I wish I could speak personally to every laboring man and explain to him the great and many advantages of supporting and indorsing and helping, by every means in his power, the spread and extension of State institutions such as the State Labor Bureau, and, if nothing more, to at least file their applications with the State Bureau and steer clear of the "experienced, first-class, and licensed employment agents" (or "slave markets"), and cause the "legitimate" income of the private concerns to become so meager that they themselves will have to look for honest, legitimate employment.

Duly appreciating the noble, self-sacrificing efforts of our present State Labor Commissioner, I am,

Sincerely,

(Signed:) M. WHITNEY.

SAN FRANCISCO, November 20, 1895.

MR. FITZGERALD, *San Francisco, Cal.*:

DEAR SIR: It seems to me that you are the right man in the right place. You have taken the license from Murray & Ready; now you ought to do likewise with Hansen. It is he, above all, that ought to be debarred of it. He causes many a suffering individual and family by giving the individual work and subsequently getting him discharged, so as to replace him with a fresh victim; furthermore, if he knows that a man is after a certain place, without first consulting him, he goes there and maligns him so that he will not go to the job; and when he has a good place he does not put it on the board, but will keep it in his pocket and give it to his favorites. Those that he knows will hire their help from him. Thus you can understand that oftentimes, and there is every day, better material, compulsory loafing, than there is working, because they don't go to him and give him an exorbitant fee and form a sort of law partnership. Believe me, sir, if you would take his license away, you would bring relief to a lot of wives, children, and others. That would give us all a show to seek our own employment, thus giving us all an equal chance, and we would not fret after we would get a job that Hansen would come around and eat his dinner and treat the boss to a small bottle of champagne and pour taffy down his throat, and tell him that he had a better man on hand if the present one didn't suit him. For all the abuses he is too well known to need any further, unnecessary explanation.

Permit me, sir, to subscribe myself, a long-suffering victim, a thirty-years' citizen, and taxpayer.

USAL, MENDOCINO COUNTY, CAL., September 23, 1895.

E. L. FITZGERALD, *Labor Commissioner, City*:

DEAR SIR: I am about to take the liberty of writing a line or two to you. I have seen items in reference to your Bureau from time to time in the "Call," and I was as glad as anybody upon hearing of its start. Although I have not been in the city since it started, it fills a long-felt want, and I do hope and trust that nothing will ever occur to cause it to discontinue, but that it may become popular throughout the length and breadth of the State.

It is fifteen years this month since I came to this State, and I have had considerable experience with the employment offices. I have been victimized by them, and know whereof I speak. The day they do not make a dollar by misrepresentation or false pretenses is owing to lack of opportunity. Their system and treatment are well known to any person of the working class who has been on the Coast a year or more. To illustrate, I will give my last experience of being duped by them, when I went, with a crowd of about sixty, down to San Luis Obispo—\$1 50 required of each. The second day I found they were letting out some of the latest arrivals; after working two and one half days I was let out. I went to another camp and worked five and one half days, and was discharged again. Meanwhile many others were being served the same way, making less time than I did, as I was trying to make enough money to pay my way back to the city. I made a third start at another camp; this time I worked but a day and a half, when I was let out. In all, I made a little over nine days; \$4 was charged me for hospital fees, which left me \$3 70. Like hundreds of others, I had to walk back. At Santa Margarita I met a man on his way to the front. He inquired how much money I made up there. I told him \$3 70. He said that since leaving Paso Robles he had met twelve men who had worked down on the road, and not a man among them had made as much as I had. That job down there has been extraordinary and flagrant in abuse and rascality. I look at this thing in a different light from most men, and I herewith make it known that such galling treatment is richly deserved by the most of men (that are unskilled

laborers)—for where do the earnings of laborers go? They "blow it in," and what they do not "blow in" they get robbed of. It is only one man here and there whose earnings go in the best channels, and are at all provident (perhaps one in forty). If you doubt what I am saying, I could refer you to several examples. If you were to spend a week in Mariposa and I streets, Fresno, you would see a good deal.

I understand that it is among your rules to keep a record of persons as you send them out, to know as to who are the worthy and the unworthy. Many a time have I thought that such a feature ought to be adopted. How largely was it due to the improvident nature of the railroad employes and their reckless use of their earnings that they met with defeat last year! In places where there is lots of work going on, the very causes that make men stand four abreast waiting to get a ticket to go to work at a dollar are also going on. The other day a young man came here. He asked me as to how it was to get a meal here. I replied "that he may make an inquiry at the house." I said that I had seen several quarters handed the waiter from transients. I said, "What, you ain't broke this time of the year, are you?" He said, "Not broke this time of the year! Well, if that ain't nice; of course I am." To return to the subject of the employment, which is the basis of my letter, I would like to state that I do hope the "Valley Railroad," now building, will ever keep aloof from the odiousness of being in league with the employment offices, and place their orders with you. It is absolutely necessary that you come to stay, and for the best interest of both employer and employe it should result in the overthrow of the other offices.

With best wishes, I am,

Yours truly,

(Signed:) ISAAC NORTHAM.

I went to Mr. Hansen's office, on Geary Street, for a place. He sent me to the Pleasanton Hotel as second cook at \$60 per month, and he was well aware that I could only stay in the place until the man came who the people in the Pleasanton wanted came back. Of course, he did not tell me that. I worked there ten days, for which I received \$15. The proprietor kept \$5 for the employment agent. I went to Mr. Hansen and told him that it was too much, but could get no satisfaction. I had to wait one week for a place in a private boarding-house on Van Ness Avenue, which he gave me at \$60 per month. I was the second man who had gone there that week. He could get nobody to go to work there, and I, being a stranger in the city, accepted it. I stayed nine days, because I had to work, or else I should not have stayed two days. When I got paid the lady kept \$5 for the employment agent. I went to Mr. Hansen and asked him to give me half of this back, which he refused. He had an order, there were plenty of cooks present, but he could get no one to go, and, as I did not know the place he sent me—the chief cook at the Big Louvre uses language that any honorable man would not use for his dogs, so I could not stay longer than three days. I got paid here before Mr. Hansen was aware of it, or he would have got another \$5.

This is only small with what you can find out from other people, such as cooks, waiters, and other business people.

(Signed:) LOUIS HAGENIOS.

STATE OF CALIFORNIA, } ss.
City and County of San Francisco. }

Jefferson Story, 1297 Park Avenue, Alameda County, California, being duly sworn, deposes and says:

That he is 34 years of age, a laborer by occupation, and that on the 8th day of July, 1895, he applied to C. R. Hansen & Co., employment agents, 110 Geary Street, San Francisco, for employment; that he was, upon the payment of \$1 to said Hansen & Co., sent to Erickson & Co., contractors, Guadalupe, California, to take the position as teamster; that he was told to take train at Third and Townsend streets, San Francisco, July 9, 1895; that upon arriving at the said depot a representative of Hansen & Co. was present to check baggage and see that men were transported; that there were in this consignment thirty-three men or thereabouts; that they arrived in Guadalupe at 7:30 in the evening; that deponent did not find work with Erickson & Co., but went to work for Carney, Roy & Higby; that he did not apply to Erickson at all.

In conversation with many of the men employed by Erickson through Hansen & Co., he learned that the price of board charged by them was \$5 25 per week; that the men were compelled to eat in a place in close proximity to a kitchen, corral, and pigsty, the stench of which made it insufferable; that the contractor Erickson is a relative or partner of Hansen is the impression which every person has to whom he has spoken, and that they act in collusion; that he was compelled to pay his return fare to San Francisco—\$8 75.

While working he sprained his wrist, but received no relief in the shape of hospital benefits. Of the same thirty-three men above referred to, he was told yesterday that

but four were still working for the said Erickson; that the maximum term of service of the general run of laborers sent to this firm is about one week.

(Signed:) JEFFERSON STORY.

Subscribed and sworn to before me, this 20th day of July, 1895.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

C. A. Martin, first being duly sworn, deposes and says:

On May 21, 1895, I paid Hansen & Co. \$1 50 for a job on the Guadalupe division. I called next day to go to work and he stated I was "too late"; I asked for my money, but did not get it. I saw in the morning paper that there were going to be more men sent down. I called at his office and he said he had men enough; that was on the 23d of May. I waited all day to see him, and he said, "call at the depot to-morrow, and if we need a man we will send you down." I knew I was bilked out of my money, so I gave it up. I asked Hansen & Co. for another job. He said "I would have to pay \$1 extra."

(Signed:) C. A. MARTIN.

Subscribed and sworn to before me, this 20th day of July, 1895.

(Signed:) E. L. FITZGERALD
Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

Carl Ebb, 9 Clay Street, San Francisco, California, first being duly sworn, deposes and says:

I went to Hansen & Co. and paid them \$1 50; he told me there was steady work on the Guadalupe division. I worked four and one-half days at \$1 75 per day, and they charged \$5 25 per week for board; I understood that the board would be \$4 per week before I went down. I worked for Fred Erickson. I paid my way back, \$4 50. I was out \$3 in paying my fare and paying Hansen & Co., who is in with the contractor; the railroad makes money by charging them fare to San Francisco. I was given a job on a scraper where two or three men should have worked. I hurt my side and could not work; no man can stand the work.

(Signed:) CARL EBB.

Subscribed and sworn to before me, this 20th day of July, 1895.

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

John Mehring, first being duly sworn, deposes and says:

My name is John Mehring; my address is 1370 Telegraph Avenue, Oakland. I worked for contractor Fred Erickson, at the camp about 10 miles from Guadalupe, about the middle of July, remaining there about three weeks. During my stay at the camp I found a rough camp; the food was poor and dirty, the camp an unhealthy place, and about the drinking water, I was told by the cook that two men died from drinking the water. The clerk employed by Erickson was taken sick with typhoid fever at the camp; was taken to his home at San Luis Obispo, where he died from the effects of the fever; this occurred while I was at the camp. There is a saloon at the camp run by Erickson & Co.

I paid Hansen & Co. one (1) dollar for the position. There were 125 men engaged when I was there.

(Signed:) JOHN MEHRING.

Subscribed and sworn to before me, this 27th day of September, 1895.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

Patrick Bray, first being duly sworn, deposes and says:

My name is Patrick Bray; my residence at present is San Francisco. On the 10th day of September, 1895, I secured work through Hansen & Co., employment agents, Geary Street, with a contractor named Charles Erickson at Guadalupe, Santa Barbara County, California, for which employment I paid Messrs. Hansen & Co. one (1) dollar.

I left San Francisco September 11th and arrived at Guadalupe on the night of the same day. Started to work on the morning of September 12th. Found the work con-

genial, but the treatment horrible; the food was unfit to eat; the place swarms and is alive with flies and fleas. The men are obliged to sleep where they can, on the hill, under trees, or any other place; there are brick houses and tents provided, but owing to the fleas and vermin men cannot sleep there. The water is so dirty and so filled with alkali that it is not only unfit to drink, but even to wash with.

I worked at the camp two weeks and was considered one of the old hands, as I stayed longer than any one usually stays.

On September 21st one man died at the camp, and no one knew the cause of death.

A saloon is run at the camp by Charles Erickson. When I left, in order to get ready money, I was obliged to discount my time check at 10% to Charles Erickson.

I do not consider Erickson's camp a fit place for a man to go to work, and I advise fellow laboring men to stay away from there.

(Signed:) PATRICK BRAY.

Subscribed and sworn to before me, this 30th day of September, 1895.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

Charles Edward Cone, first being duly sworn, deposes and says:

I took job from Hansen & Co., employment agents, Geary Street, San Francisco, about October 11th, to go to work at the Rawhide Mine, Tuolumne County; paid \$2 50 for job; worked twelve shifts; was discharged without cause. Men are being discharged every day; new men are being sent every day from San Francisco. The hills are full of miners out of work, and the people in the county are cursing Hansen & Co. for sending more men, as those there are starving.

I paid 50 cents by boat to Stockton; from Stockton to Milton, \$1 20; from Milton to Jamestown, by stage, \$2; stage is supposed to belong to the mining company—everybody calls it Nevills' stage.

Men who are put at work always come from Hansen's—never hires men that are there. He could get 500 men in one week's time right in Tuolumne County. People believe that Hansen and the superintendent stand in and divide fees, and it is believed that they all stand in to boom the county. Every town is full of idle miners; they are there by the score, walking back and forth, from one town to another, most of them in a starving condition, and sleeping along the fences, chopping wood for the farmers, anything to get a day's work. They refuse to give work to first-class miners on the ground, while the "ad" is standing in the paper. They work the men like slaves. I have drilled 11 to 13 feet, single-handed, in one shift. I have been a miner since 1886.

(Signed:) C. E. CONE,
International Hotel.

Subscribed and sworn to before me, this 29th day of October, 1895.

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

Nels Nelson, first being duly sworn, deposes and says: I went at same time and under same conditions as Mr. Cone. I will substantiate Mr. Cone's statement in every particular.

(Signed:) NELS NELSON,
Golden Eagle Hotel.

Subscribed and sworn to before me, this 29th day of October, 1895.

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

L. Onellett, first being duly sworn, deposes and says: I will substantiate all that Mr. Cone says.

(Signed:) LOUIS ONELLETT,
International Hotel.

Subscribed and sworn to before me, this 29th day of October, 1895.

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

Robert J. Bell, first being duly sworn, deposes and says: In July, 1893, I applied to Messrs. Hansen & Co. for a position as mining blacksmith; was offered a position at a mine at \$3 per day, provided I should pay said Hansen the sum of \$8 as office fee. While at the employment office I was sent to talk to a gentleman whose name I did not know, but I have since learned that his name is Nevills, of the Rawhide Mine. I was engaged by said Nevills for the position. The said Hansen, upon my refusing to pay the \$8 fee, reduced the same to \$6 50, and when I declined to pay that, he offered to take \$5. I then left the office. Walking down on Geary Street, toward Grant Avenue, a few doors, I waited for Mr. Nevills. After he left the said Hansen's office I accosted him and told him the circumstances of my refusing the position on the ground of the said Hansen's extortionate charges. After hearing my story the said Nevills walked away without giving me any answer, or my statement any consideration. I recognized the said Nevills in company of the said Hansen when under examination at the Labor Bureau on Saturday, November 9, 1895.

(Signed:) ROBERT J. BELL,
655 Mission Street.

Subscribed and sworn to before me, this 11th day of November, 1895.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

Adolph Fischl, first being duly sworn, deposes and says: I am a hotel cook by trade, and reside at 260 Stevenson Street, San Francisco. I am familiar with the restaurant known as the Café Zinkand. I know John Mince, chief cook of the said Café Zinkand, by sight. I do not know him personally, and never spoke to him.

I have frequently seen an order posted at Hansen & Co.'s employment office, on Geary Street, calling for broiler, and also for fry cook, two different positions; wages \$55 and \$50, respectively. I have been told by Hansen & Co. that the position was with the Café Zinkand. In my estimation they change the said cooks two to three times each week; my authority for this statement is that the aforesaid notice is posted that number of different times in Messrs. Hansen & Co.'s office, and I have been told by the discharged cook and the employé of the employment office that the vacant position mentioned is at the Café Zinkand.

I have been offered the position and have refused it for the reason that I know they change so often that I would only work a few days, and then I would be discharged and out of work again. I firmly believe that they have had more than twenty cooks at the Café Zinkand since its opening—I can't tell the exact number. It would require a book-keeper to keep account of them. Among the cooks about town out of employment, the place is looked upon as an undesirable one, and is not wanted by those generally seeking employment. The favorite expression among the cooks in relation to the position is, "The Café Zinkand is up again"—this is when the notice is posted upon the board at Messrs. Hansen & Co.'s employment agency.

I have been told by cooks who have been discharged from the Café Zinkand that they have been discharged without cause.

(Signed:) ADOLPH FISCHL.

Subscribed and sworn to before me, this 16th day of November, 1895.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

M. Huppert, first being duly sworn, deposes and says: I am a cook by trade, and reside at 1121 Mission Street. I have read the foregoing affidavit, and believe the same to be true and correct as far as the business relations between Hansen & Co. and the Café Zinkand are concerned, and the number of changes that have been made in cooks at the said Café Zinkand.

(Signed:) M. HUPPERT.

Subscribed and sworn to before me, this 16th day of November, 1895.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

Harry Myers, first being duly sworn, deposes and says: I am a cook and steward by trade, and reside at 311 Jessie Street, San Francisco. I have read the foregoing affi-

davits, and believe them to be true and correct from my personal observation of the business transacted by the Café Zinkand with Messrs. Hansen & Co. The statements made by Adolph Fischl are true as to the number of changes made.

(Signed:) HARRY MYERS.

Subscribed and sworn to before me, this 16th day of November, 1895.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

F. W. Eheleben, first being duly sworn, deposes and says:

My name is F. W. Eheleben, and my present address is Sonoma. I worked last at Santa Barbara for Fred Erickson, a sub-contractor; I was sent there by Hansen & Co., employment agents, on Geary Street, San Francisco; I paid \$3 to Hansen for the job; staid there two months.

Conditions of the place: The water is filthy at camp. If it stands for awhile it becomes green. They claim it is an artesian well, but it is not. The water comes from a distance to the camp—it is hauled in whisky barrels. I took the bottom from one of the barrels, which had been in use for some time, and found thick slime all around the interior of the barrel. This water is used to cook with and drink.

Men are coming and going every day. When I arrived I was given a list of twenty men or more, and inside of three or four days all that I was given a list of were gone; while they could not stand the work, they were driven away by the general climate and the water. Men are constantly arriving, and to the best of my knowledge, they all come from Hansen's.

In the camp above (which is operated by Charles Erickson), there is a saloon which I understand is owned by Charles Erickson. In almost every case where a man leaves the camp he is obliged to discount his time-check for 10%.

Some time ago Erickson, having become alarmed at some charges given relative to his sharing the profits with Hansen & Co., accruing from commissions collected by Hansen & Co. of men who were sent to the railroad camp at Guadalupe, he circulated a petition among the men, and as one of them, he asked me to sign it; I did not read the paper, and do not and did not know its contents, except that it referred to a "divvy" between Hansen and Erickson; I signed the paper, saying at the time that it would not make any difference to me one way or the other.

Some men stand the place two or three months, but those are generally good patrons of the saloon, and kill the effect of the water by the whisky.

Taking everything into consideration, I do not consider that the camp at Guadalupe, run by Erickson, is a fit place for a man to go to work.

In many cases men are leaving there; they are glad to get away from it without sufficient funds to pay their railroad fare to San Francisco—so anxious are they to leave that they take chances upon transportation.

(Signed:) F. W. EHELEBEN.

Subscribed and sworn to before me, this 26th day of September, 1895.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

The following is one of many cases which have come under my observation. Investigation of same resulted in my being unable to fasten any responsibility, except upon the irresponsible contractor, unscrupulous foreman, and thieving employment agent:

LABORERS DECEIVED—THEY ARE TAKEN IN ON PROMISES OF EMPLOYMENT—AFTER PAYING \$1 EACH TO AN AGENT, THEY GET A SINGLE DAY'S WORK, AND RECEIVE FROM 20 CENTS TO HALF A DOLLAR.

Railway laborers discharged by Foreman Hann of the coal road told a story to Lawyer Webster to-day which suggests that they were the victims of jobbery.

A few days ago an honest-looking young German, while walking on Main Street, was accosted by a man with the question, "Are you looking for work?"

"Yes," said the German, whose name is Fred Walden.

"Can you drive horses?"

"Oh, yes—any number."

"I have a job driving two horses, and you'll get \$1 70 a day."

"Where is it?"

"Out on the railroad, about twenty miles from here."

"How long will the job last?" asked Walden.

"Two months or two and a half," replied the other, who proved to be a representative of a local employment firm.

Walden went to his hotel, the Russ House, and talked the matter over with a friend.

He concluded to accept the work, and the friend also made up his mind to "strike" for the same kind of a job. They went to the employment office, where they paid \$1 each, receiving in return tickets introducing them to Peter Hann, foreman of the coal road. At 5 o'clock last Wednesday morning they got up and reported for duty. At 6 o'clock they helped to load a train with iron and other freight and then started for the end of the coal road. The train reached there at 7:30 or 8 o'clock, and they were given mule teams to drive. They worked hard all day, and it was 7:30 o'clock in the evening before they finished cleaning the animals. In the morning at 5:30 they arose to attend to the teams, hitch up, and get breakfast. Walden finished before his friend, and went out to his mules. A strap of the harness had been broken, and he tried to fix it. When the foreman came along the young German suggested that it would be better to substitute a sound strap for the broken one.

"Well," said the foreman, pointing to a newcomer, "this man here has taken your team; you can go and get your pay."

"Isn't there any more work for me?"

"No."

"What's the matter?"

"Go and get your pay," repeated the foreman, gruffly.

As Walden was on his way back he met his friend, who said he had been discharged while eating breakfast, and asked, "What's the meaning of this?"

"We're fired," said Walden, "and I guess we're not alone. There's six or eight more over there who seem to be in the same boat."

They went to the group spoken of and ascertained that they, like themselves, had paid \$1 each to an employment agent and had been discharged after working one day. Walden received just 50 cents for his day's work, which left him half a dollar out of pocket. Some of the others got only 20 cents. Walden objected to the small pay, and was told he could take that or nothing, and was also warned not to make a row. He hunted up the foreman and asked how he was to get back to Stockton.

"I don't care how you get back," replied Hann; "walk, if you want to."

Walden and another victim named John Ohl started to walk to this city, but after they had come about six miles a gravel train of the coal road came along, and they hailed it and were given a ride the rest of the way in.

Ohl and Walden went to Lawyer Webster's office this morning to see what could be done to right matters. Foreman Hann had taken up all the tickets given the men by the employment agent except that held by Ohl, which he had overlooked. The body of this ticket reads as follows: "To Mr. Peter Hann, foreman: Rec'd of Mr. John Ohl \$1 for office fee. Occupation, teamster, Corral Hollow. Employer collect _____. In case of non-employment, present at office, and money refunded. Field & Serjeant, proprietors."

It is an old trick for foremen to stand in with employment agents, receiving from them a percentage of the fees paid upon presenting the tickets collected from the laborers. Whether or not this is a similar case the lawyer could not determine, but he suggested that the men tell their story to District Attorney Nutter and ascertain whether he could do anything in the premises.

STATE OF CALIFORNIA,)
City and County of San Francisco. } ss.

Frederick Walden, first being duly sworn, deposes and says: My name is Frederick Walden; my present residence is "Main House," Kearny Street, San Francisco; my occupation, machinist.

I have read the article published in "The Mail" of Stockton, California, on Friday, April 24, 1896, entitled "Laborers Deceived." I am the person referred to—"a Fred Walden." Every statement published in the said account is true and correct, and is a perfect account of my treatment by Foreman Hann of the Corral Hollow Railroad Company.

(Signed:) FRED WALDEN.

Subscribed and sworn to before me, this 25th day of April, 1896.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

Without statutory enactment defining the manner in which employment agencies should be conducted, the work of the Bureau has been seriously handicapped; complaint after complaint having been received, but of such a character as to exclude the possibility of a successful court action, owing to various reasons, which may be summed up as follows:

First—The complainant being a laboring man, without funds, could not afford to commence action and lose the time consequent upon same, although the facts might warrant a prosecution.

Second—While complaints disclosed the flagrant injustices practiced,

the evidence was of such a nature that it would not hold without corroboration, and this would be impossible, owing to the covert manner of the agent in transacting his business.

Therefore, my position could only be that of adviser. With my powers of investigation I have used every effort to effect a reasonable settlement to the aggrieved party, and the success in this undertaking can be best evidenced by the hundreds who have been benefited.

Matters progressed in this way for several months, until a case of importance, involving several persons who were sent to the "Ben Lomond Vineyard Co." by Murray & Ready, employment agents at 634 Clay Street, in this city. The said agents represented two months' employment to the applicants, who, upon this assurance, paid the fee and accepted the employment. After working two weeks and completing the work, they were discharged. Upon hearing their complaints, I corresponded with Manager Coope of the vineyard, and learned that he particularly stated in his order to the said agents that the employment would only last two weeks. Deeming the grounds sufficient, I advised an action against the said agents for obtaining money under false pretenses. The case was brought in Department No. 1 of the Police Court of the City and County of San Francisco, Hon. J. A. Campbell, presiding. The testimony in the case was so conclusive that his Honor, Judge Campbell, found the defendant guilty and imposed a fine of one hundred (100) dollars, with the alternative. Upon this conviction, the matter was taken up by the Board of Supervisors, and the following action taken:

RESOLUTION No. 13,246—THIRD SERIES.

WHEREAS, Many complaints, arising from dishonest business methods employed by the proprietors of intelligence offices in this city and county, have come within the notice of the members of this Board; and

WHEREAS, On the 5th day of November, 1895, H. V. Ready, of the firm of Murray & Ready, employment agents, 634 Clay Street, was found guilty of misdemeanor by his Honor J. A. Campbell, of Police Court No. 1, for having obtained money by false pretenses in the conduct of the said business; therefore, be it

Resolved, That the license heretofore granted said Murray & Ready by this Board be and the same is hereby revoked, and the Clerk is hereby instructed to notify the Chief of Police and License Collector of said action of this Board; and be it further

Resolved, That a conviction in any court in this city and county of any employment agent, or if it is shown to the satisfaction of this Board that any employment agent is guilty of any illegal practice, the same will be deemed sufficient causes for the revocation of the license of such person or firm.

And the Clerk is hereby directed to advertise this resolution as required by law.

In Board of Supervisors, San Francisco, November 18, 1895.

Adopted by the following vote:

Ayes—Supervisors King, Scully, Benjamin, Hirsch, Dimond, Hughes, Dunker, Taylor, Morgenstern, Hobbs.

Noes—Supervisor Wagner.

Absent—Supervisor Spreckels.

JNO. A. RUSSELL,
Clerk.

This action had a salutary effect upon the agents in this city and elsewhere throughout the State.

The hand of justice having intervened, a new state of affairs was revealed; the finger of condemnation was pointed toward them with a warning to desist; the heretofore sullen and aggressive spirit shown by them as against the actions of this office immediately changed; a feeling of unrest overcame them. Never before in the history of their business had any interference proven strong enough to effect judicial censure. A more careful conduct of the business resulted, controversies over fees and

other minor expenditures on the part of applicants have been speedily redressed, and the necessity for the interference of this department has decreased to the extent that never before has this business been carried on on a basis so near legitimate.

STATE OF CALIFORNIA, } ss.
City and County of San Francisco. }

Robert H. Murray, first being duly sworn, deposes and says: My name is Robert H. Murray; my residence is 112 Mason Street, San Francisco, Cal., and I am engaged in no occupation at the present time; my last occupation was that of employment agent as a partner in the firm of Murray & Ready, 634-638 Clay Street, San Francisco; I severed my connection with the said firm during the month of December, 1895.

While I was interested as a partner in the aforesaid business in was customary in the conduct of the said business to pay commissions to different employers of help. These commissions were only paid to the person employing help after he had hired help through our agency, and he then received a certain percentage of the commission paid by each man hired by him.

I can call to mind the following instances where persons were paid as aforesaid: Mr. Hogan, of the contracting firm of Hogan & Burns; I personally paid to him the sum of fifty (50) cents for each man he hired through our agency; I personally paid P. Gallagher, boss at the stone quarry at Novato, the sum of fifty (50) cents on each man who paid the commission of two (2) dollars, and twenty-five (25) cents on each man whose fee was less than two (2) dollars; Mr. Carey, superintendent for the California Brick Company at Harbor View, I personally paid fifty (50) cents upon every man hired through our agency.

I desire to have it understood that when I say that I have personally paid these men I did so in many instances, but there were times when my partner, Mr. Ready, paid commissions in my absence. Furthermore, I have seen letters written by Mr. Ready to the various employers of help throughout the State, where he agreed to furnish labor at a less price than was being paid by the employer; and also agreeing to pay a commission to the employer on all men hired through him.

Charles Barnhardt, nephew of Charles Barnhardt, of Stockton, also received commissions in the same manner as aforesaid; Andrew Walker, superintendent for Porter Bros., also received commissions in the same manner as aforesaid.

Before I became a partner in the concern of Murray & Ready, I was a clerk in an employment office in this city; the name of proprietor of same I desire to withhold; that while in such employ the said proprietor furnished to a contracting firm in San Francisco not less than 2,000 men, and paid to the foreman of the said contractor at the rate of 50 to 75 cents for each man hired from the agency.

My object in making this affidavit is through my friendship to Mr. Fitzgerald, and the work he is doing, in order to show to the people of California that the statements made to him concerning collusion between the employment agents of San Francisco and the employers of help are absolutely true; that this said evil is carried on to a greater extent than he charges, and it is a custom that is now and has been for the last eight years prevalent in the transaction of business by the employment agents of San Francisco.

(Signed:) ROBERT H. MURRAY.

Subscribed and sworn to before me, this 21st day July, 1896.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

REGISTRATION BUREAU.

Accompanying the employment business is that of the "Registration and Information Bureau," a business that is carried on to a large extent, and the moral standing of which is only second to the half-interest swindle—a second-floor business, where the applicants are fleeced behind closed doors.

The proprietor of this confidence game, in order to add a semblance of legitimacy to his enterprise, adorns his office with a municipal license, under which the unsophisticated yield up their dollars in return for naught, except a registration. Rarely receiving material benefit, they are from day to day hoodwinked and bamboozled, until, disgusted with the chance they have purchased to find employment, they abandon the scheme, poorer but wiser.

Complaints of various kinds have been made, but the amount of money lost by the different individuals was so small that they would not prosecute a case against the agents.

Among the many cases, I will call attention to one which not only shows how their clients have been swindled, but exposes their tricks: On August 3, 1895, Mr. H. F. Edsall, an experienced tinsmith, was found a position with George H. Tay & Co., of this city, and in making his application related his experience with one of these bureaus, conducted by S. Morris at 131 Post Street, San Francisco. He said: "I registered as a hardware salesman and paid \$1 as a registration, having been attracted by an advertisement in the daily paper. When I asked for the position I was told that only a German was wanted; however, I paid the fee for the next position coming in. I noticed the 'ad' still remaining in the paper, and, thinking that I had been swindled, sent my wife to apply for it for me. She stated to Morris that her husband was an American and an experienced hardware man. Morris said that an American was wanted, and for \$1 would give her the address of the employer. Satisfied that he was swindling me, I caused his arrest for obtaining money under false pretenses. His case was postponed for some time, until my patience was thoroughly exhausted, and, not being in the position to give my time, I was forced to let the matter drop, and the same was stricken from the calendar." Case after case of this kind has been presented to me, but I have been unable to prosecute, as complainants would not take the matter into the courts.

I herewith print the receipt used by the said agent, which is itself misleading and delusive, presenting an appearance of honesty and stability through the quotation of laws which the statute books do not contain:

THE REASON FOR CHARGING REGISTER FEE IS—

First—To protect both office and you; the office against you making application and securing situation elsewhere without notifying office. *Second*—Protects you by placing your name, address, kind of situation, and wages desired on the book of office; then, when said situation is secured, if you are not in office, to write, telephone, or telegraph, or send for you, informing you of the nature of wages and duration of the order left in the office; also giving you benefit of all advertising parties that want help, and use all efforts in trying to secure such situation as you registered for. *Third*—Against putting

office to trouble of negotiating for situation when you have already made engagement with outside parties, and thus making application a matter of curiosity.

Established 1884.

OFFICE OF THE COMMERCIAL CLERKS' INFORMATION BUREAU, }
No. 310 KEARNY STREET, Rooms 3 and 4, }
SAN FRANCISCO, 189.... }

Received of....., the sum of *one dollar*, in payment for the privilege of having name placed upon our "Register" as an applicant for position..... Said one dollar is not received as payment or in part payment for a position; nor do we bind ourselves to secure for said any position as registered; in the event of it being unsuccessful, no part of said one dollar shall be returned.

Read the Act of Employment Office.

SECTION 6. Any person who shall obtain information of employment, or send another person in his or her stead with intent fraudulently to obtain the return of money paid for such information, shall be deemed guilty of misdemeanor, and upon conviction thereof shall be punished by a fine not exceeding \$100.

There are a number of concerns similar to the one heretofore described, but the largest is that known as the "United States Industrial Agency," located in the Crocker building, in San Francisco; organized in 1895, it began operations, and, as its name indicates, its business, if permitted to continue, will extend throughout the country.

The following is a report, made some time since, of an investigation made principally at the request of some of the trades-unions of the State:

Many complaints having been filed in my office relative to the business methods of the United States Industrial Agency, rooms 165-167, Crocker building, San Francisco, I have made a thorough investigation of this institution, with the following result:

While it is and has been my intention and disposition to foster and encourage all legitimate enterprises, I am exceedingly anxious to discourage and crush out those whose methods are antagonistic to the public welfare.

The United States Industrial Agency, from my observation, is a corporation duly authorized and existing under the laws of this State, whose object is to publish what they call a "Reference Blue Book" for the registration of the names of persons of all vocations who are seeking employment, and the same is operated with a system by which the competency and reliability of applicants are determined.

To establish themselves with the employers of help within this city, they have caused the fields to be thoroughly canvassed, the merchants to be interviewed, and they have secured numerous letters from the latter that they have investigated the object and system of the corporation and thoroughly indorse them and agree to look to the said Agency when in need of help. These letters are stereotyped or circular letters, all bearing the same orthography, and are signed by the heads of the different large concerns doing business in this city.

With all due deference to the business men who have indorsed this Agency, I desire to say that I feel that they are laboring under a misapprehension, and have only given this matter passing notice, and have taken into consideration only the establishment of this Agency from a business standpoint as far as they are concerned, without considering

the ultimate result of it or the effect it will have upon the public at large.

The Agency's circular states that for the payment of a sum of money it agrees to perform certain work, viz.: recording the name of applicant in the said "Reference Book." Here their obligation ceases, and they do not agree to take any action relative to securing employment for applicants, although I understand they have in many cases found employment for their subscribers. This is a natural consequence to a limited extent, but it is a business feature to a great extent, as the securing of positions through the Agency encourages large numbers of applicants to register, taking their chances at securing this benefit.

The manager of the Agency claims to reject all applications of persons whose character, upon investigation of references, is adversely reported upon, and in support of his statement exhibited a number of envelopes containing applications with the penciled word across the top, "Rejected," together with other notes concerning investigations. Upon this I have no comment to make, further than to say that at the outset the Agency will have to be discreet and honest in its reports—its success with the employer demands it. But with all similar enterprises it is only a question of time when the greed for gain so far superseded the care and attention which the work at first receives that the result of its investigation is largely influenced by the financial benefit to its coffers. That they are sincere I am satisfied, as a success in this line of work will result in the collection of fees from millions, and the shares of the corporation will prove valuable property.

To the employer it will prove a convenience, inasmuch as he can secure help with the least amount of trouble in investigating recommendations—satisfying himself of the competency and reliability of applicants without giving them a trial.

To the company, the scheme is certainly a productive one, as I understand it intends establishing branches throughout the United States, and, through its ramifications, is expected to prove an immense financial success, so long as the many applicants have the funds to take the chances for betterment.

To the applicant, the system, conducted upon its simple lines, in some respects will prove beneficial as an advertising medium, and in instances may prove beneficial in the matter of finding employment, but it is unreasonable to suppose that all or even a reasonable fraction of those subscribing can be benefited, as the increase in commercial and financial enterprises is not of that ratio that a vast amount of benefit will accrue to the subscribers, and the actual employment found is dependent upon chance, or of the nature of a lottery.

In conclusion, I desire to say that I am not favorable to the business methods of this organization or any other organization that thrives in the manner by which this particular institution seems to exist—occupies elegant offices in one of the largest buildings in this city, with a large complement of salaried officers, and maintains a system of business which must involve a large expense account. This money must be received from some source; in this instance the revenue to pay current expenses and dividends to stockholders is derived from the confiding poor, who, through their earnest desire to obtain employment, are led to subscribe, to receive, in return, benefit in shape of employment (not guaranteed), or a name nicely printed in a handsome volume, showing

competency and reliability. This does not buy bread. Another feature which to me appears to be the most detrimental to the welfare of the applicant for work is that a pecuniary qualification on the part of one applicant more than counterbalances the brains and reliability of the person who does not possess the necessary subscription fee. This is answered by the management of the Agency by the fact that they accept installments in money, with the balance in note, or all in note. This is easily explained in the fact that the enterprise without patronage would be unsuccessful; as, in the same manner that the theatrical manager can afford to "paper his house," so can the concern afford to fill its books at the start, in order that the appearance of success will bring success—and nothing succeeds like success.

Furthermore, in my opinion, any system that is susceptible of so many avenues of profit at the expense of the person with small means is a menace to the welfare of the public—for instance, while I do not charge that this practice is in operation, I am satisfied that it would be possible for the management of an organization of this kind to make contracts with the employer of a large number of persons whereby none would be engaged except through the medium of the Agency, and each party to the contract could receive his pro rata of the amount so collected, as registration fees by the said Agency.

The whole subject may be summarized as follows: Where thousands, and I may say millions, should a consummation of the scheme be realized, will subscribe, a nominal number will receive employment, while all will receive a registration; the number benefited by registration will be infinitesimal compared with the number of subscriptions collected. The scheme is founded for the purpose of profit and not philanthropy; the profits accruing are derived from a tax upon those who can ill afford the subscription charged; hence, I contend that the United States Industrial Agency should be classed in the same category with other employment and registration bureaus where fees are charged, and the proprietors, officers, or stockholders, like vultures, fatten from the scant pockets of the poor.

The business of the concern is done largely through the advertising columns of the daily press, which accounts for the neutral stand taken by the latter in regard to its methods.

In order to obtain patronage, they will insert advertisements in the papers for all kinds of help in the higher branches, although they have persons for same already registered. When responses are received, the following letter, accompanied by a circular and application, are sent to applicant:

UNITED STATES INDUSTRIAL AGENCY,
SAN FRANCISCO, -----, 189--

-----,

An application has been made to this Agency for information relative to your capabilities and reliability.

The business of this Agency is to furnish such information, and to act as a means of communication between employers and employes.

We do not find your name and record listed with this Agency. We therefore inclose our circular, which explains our system and terms; also a blank application, believing you will find it much to your interest to send in your application, and thus place your record on file in this office, where those desiring your services can have prompt and reliable information as to your ability and reputation.

We have undertaken to assist the worthy and competent in securing desirable situations. Hoping to hear from you soon, we remain,

Very respectfully yours,

UNITED STATES INDUSTRIAL AGENCY,
Department of California.

L. M. Holt, secretary, says:

"I am only an employé of the company; if the president were here he could undoubtedly give you more information. The 'Blue Book' has not been published. We do not know when we shall get it out; it will depend on the volume of business. We do not represent to the people that they are to go into the 'Blue Book' as an incentive to registration. As a matter of fact, we do not use the 'Blue Book' as an agreement to induce them to become members. At the time we did use it, the majority of people who registered gave us their personal notes for registration fees, and which notes were never paid. No, we are not an employment agency; we are a commercial agency, and have a commercial agency's license. We have been running about ten months. There are some people here who have been registered with us since we started, and have not secured employment. We do not guarantee to get employment for any one; we are canvassing for positions to fill throughout the city all the time, and furnish many with employment. We have sunk a great deal of money in this business, and are ready to sink more, if necessary to make a success. We do not make the employment business our specialty; it is simply a side issue. Our real business is the commercial agency, for the handling of business propositions. Our object in advertising is not to secure people to register, but to let our people who have already registered know that there is a position ready for them when the time is too short to notify them by mail. No, we do not advertise a job after it is filled. We only deal with the finer grades of help, and have nothing to do with illiterate people. This was originally the plan of A. N. Towne. He was our friend, and helped to get it in practical shape, and would have been interested in it, had he lived."

These people are running an employment office or intelligence office, pure and simple, notwithstanding claims to the contrary. They are running without an intelligence office license, as prescribed by law, and are charging greater fees than the law allows. The employment agency business is simply the only business they do. The "Blue Book" is and has always been used by them as an inducement to registration. They tell applicants that they will put their names in book in regular-size letters for \$5; extra size letters, extra price; that the books will be left with all large business houses, and from it business men will pick their help.

I sincerely hope that in the near future the laws of this State will be so amended as to prescribe rules and regulations under which the matter of finding employment must be so conducted as will insure protection to those who are now groping in the dark and are beset on all sides by the persons herein described, whose only desire is to live off those who can ill afford the tax which they have been forced to pay, to be given in return an opportunity to gain a livelihood through honest toil.

COLLECTION OF WAGES.

One of the most disagreeable and tedious features of the work of the department has been the collection of wages due to help. One of the concomitant evils which the laboring person suffers is the inability to collect wages after the work has been performed; hence, an appeal to me to straighten out the many pecuniary complications which have arisen from day to day during the last twelve months.

It is an old adage, and a very true one, that "one half of the world does not know how the other half lives." With the work of the Labor Bureau this is very well proven, as in its various departments new cases are constantly presenting themselves of which the world is entirely ignorant, and outside of the persons affected would never know, as there are no means of calling the attention of the public to such matters, and as a general rule the public cares little about the trials and hardships of its members. The great public educator (the press) has no space for the discussion of individual troubles, the law courts perform their duties when appealed to, but the individual without means and without experience, who does not understand the procedure in the matter of obtaining his rights, has been thrown, through the want of some one to appeal to for advice, or of money with which to advance the costs in actions for money due, upon the mercy of the world, knowing not which way to turn or what to do.

When I make the statement that the department has handled claims for wages and money due to help in the last year in the amount of \$52,155 72, it may seem somewhat exaggerated; but, when the matter is investigated, it will be clearly seen that all of this and even a greater sum should not be wondered at, after taking into consideration the class of people to whom the money is due and the vast number who are so treated. The more ignorant the person who labors, the more credulous he is, the more ready he is to accept the promise of the dishonest contractor, and the more ready the latter is to further impose, feeling that no danger of notoriety is to be feared from one who has not the entrée to the place where justice could be rendered, and that the class of persons to which the laborer belongs generally gives up trying to obtain satisfaction, owing to their ignorance of a way to do it. This statement would seem extravagant at such an enlightened period, but nevertheless it is a fact that case after case of this nature has sought my assistance.

Other cases, those of persons who thoroughly understand the difficulties of their positions, have sought my advice, both from the fact that the standing of the Bureau would in many instances accomplish more than action at law, and that attorney's fees, costs of suit, and delay could be avoided.

When the complaints first came to my notice I deemed it my duty to extend a helping hand, and largely, through correspondence and personal interviews, I was successful in redressing many wrongs; but work became so vast that I was compelled to enlist the services of Messrs. Engs & Bonta (attorneys-at-law), who, taking an interest in the work, agreed to give to those needing same all advice free of charge, make the collection of small accounts free of charge, and charge only a nominal fee for the collection of larger amounts. They have carried on this feature of

the work for several months past, with the assistance and influence of the Bureau, in a signally successful manner.

The following table shows the work accomplished monthly during the last year:

	Number of Cases.	Amount Involved.
1895—July	78	\$1,687 50
August	93	1,324 00
September	72	1,057 65
October	57	1,274 87
November	76	1,308 25
December	262	18,940 00
1896—January	46	737 75
February	59	1,228 60
March	67	1,607 30
April	57	1,272 80
May	96	2,137 50
June	61	1,150 50
July	172	8,193 95
August	228	10,237 05
Totals	1,424	\$52,155 72

These cases are of all descriptions, of a variety of amounts ranging from 50 cents into the thousands of dollars.

Of the 1,424 cases above listed, 243 were cases which can hardly be classed as being fully handled by this department from beginning to conclusion; yet, considering the part the Bureau performed in pushing the same to their conclusion, I feel that it is entitled to the credit of having been successful in bringing about the same.

During the month of December a committee representing two hundred claimants for money due from the San Francisco and San Mateo Railroad, in the sum of \$18,000, called at the office and represented that their claims were filed in court, and that they were represented by different attorneys; that the property of the company was in the hands of Mr. Sanford Bennett (receiver), and that the case had been pending in court for eighteen months past; that the claimants had lost confidence in the matter, and many had disposed of the claims for from 20 cents to 80 cents on the dollar. They subsequently filed the following petition:

HON. E. L. FITZGERALD, *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: We, the undersigned, employes of the San Francisco and San Mateo Railroad, having claims against the said corporation for services rendered during the years 1893-94, still unpaid—said claims having been sued and are now awaiting the final decree of his Honor, J. M. Seawell, of the Superior Court, Department No. 1, of the City and County of San Francisco—respectfully petition you to lend your assistance to us, to the end that an adjustment and settlement of these claims may be had at the earliest possible moment. And your petitioners will ever pray.

(Signed:) F. Kerr, \$80; L. Buckley, \$91 30; J. Mello, \$88; W. A. Stiles, \$32; John Hagerman, \$89 30; J. J. Crowley, \$57; James Carroll, \$77; J. Piper, \$83 70; B. F. Gitchell, \$32; William Ritchie, \$95 30; B. C. Lynch, \$93 75; F. N. Avery, \$65 25; Joseph Smith, \$86; Charles W. Page, \$111; Samuel Clarke, \$91 80; S. R. Williams, \$74 45; Alex. Lind, \$84 60; Peter Johnson, \$87 90; Philip Murray, \$78 90; James A. Currian, \$64; Geo. Lewis, \$40; James McGinity, \$83 35; Geo. P. K. Hicktor, \$79 40; Henry Branstedt, \$15; Ale Edson, \$160; Geo. R. Perkins, \$155; L. Von Soostin, \$160; H. H. McGowan, \$60; W. Fitzpatrick, \$54; Ned Hynes, \$201; Charles Vosti, \$60; Thomas Egan, \$77; Nicholas Adams, \$71 40; C. W. Marlatt, \$68; James Casey, \$123 50; Ben Kouse, \$127 60; Con. Murphy, \$30; Charles Johnston, \$140 80; Maurice Buckley, \$140 50; J. A. Collins, \$83; Isaac Welch, \$114; Michael Broderick, \$152 50; James Callaghan, \$163 75; James J. Land, \$83 40; W. Wilkes, \$130; James Smith, \$123; Thos. McElroy, \$230; James Cleary, \$110; F. W. McCarty, \$83; Frank C. Hilton, \$134 80; Charles Murray, \$76 60; Denis Fitz-

gerald, \$140 50; J. M. Bohlken, \$44; Ubich Meyer, \$213; Fred Joost, \$85; Ivor Jones, \$45; Martin Curley, \$104 00; Chas. Street, \$76 50; J. E. Crowley, \$59 10; J. M. Dougherty, \$81 50; F. Erickson, \$56; C. H. Taylor, \$186 50; Reinhold Floethe, \$74 50; Wm. Casserly, \$86; M. Tierney, \$134; Patrick Conway, \$100; P. J. Amrock, \$135 35; J. W. Ruffer, \$93 50; J. H. Ditchie, \$180; P. McHugh, \$300; W. A. Andrews, \$60; M. O'Connor, \$85; P. E. Francis, \$80; J. W. Potter, \$57; C. McGorty, \$78; A. R. McKinley, \$256; C. M. Hinkley, \$77; James Breslin, \$6 75; W. E. Gardiner, \$200; John Murphy, \$148; Geo. Knowles, \$92.

Upon the receipt of this data, the attorneys were interviewed, also the receiver, and all expressed slight hope of settlement within any reasonable time. As the case was heard by his Honor, J. M. Seawell, and awaiting his decision, he was petitioned to conclude the matter, and, acting upon the request, within two weeks rendered a decision which in a short space of time resulted in the payment to these claimants in a sum of about \$18,000.

To show their appreciation of this work the said employés sent to the office the following testimonial, handsomely engrossed and framed:

TESTIMONIAL TO HONORABLE EDWARD L. FITZGERALD, LABOR COMMISSIONER OF THE
STATE OF CALIFORNIA.

To Honorable EDWARD L. FITZGERALD, Labor Commissioner, Greeting:

The employés of the San Francisco and San Mateo Railroad Company hereby beg leave to tender their sincere thanks, and to testify to their deep feeling of gratitude for your timely and effective efforts in their behalf in assisting in the collection of their unpaid wages by urging to a conclusion the long-pending litigation in which the same were concerned.

We take pleasure in expressing our unqualified indorsement of your efforts as Labor Commissioner in behalf of the laboring people of the State of California, and fully appreciate the careful, just, energetic, and painstaking manner in which the Labor Bureau under your direction has been conducted.

We furthermore heartily congratulate the people of the State of California upon having at the head of this important State department a Commissioner whose untiring efforts have at all times been directed to the welfare and improvement of the conditions of the laboring people.

Respectfully submitted.

EMPLOYÉS OF THE SAN FRANCISCO AND SAN MATEO RAILROAD COMPANY.

F. F. KERR,
M. E. GARDINER,
SAMUEL CLARKE,
JOSEPH SMITH,
CHARLES JOHNSTON,
Committee.

SAN FRANCISCO, May 15, 1886.

But the troubles of these employés did not end here, as the following notice, posted in the power-house of the road, called attention to the fact that forty-five of them were creditors in the sum of \$25 each:

SAN FRANCISCO AND SAN MATEO RAILROAD COMPANY, }
SAN FRANCISCO, May 7, 1886.

NOTICE TO CONDUCTORS AND MOTOEMEN.

I am requested to notify employés of this company the date of whose services is prior to May 12, 1884, that the deposits made by them, having been used by the old company, are not in existence at the present time. In the event of resignation or discharge of any of these employés their deposits cannot be repaid by the present management of the company. The Judge has decided that no part of the proceeds of the sale of the road can be set apart for the purpose of repaying these deposits.

Mr. E. L. Campbell, late attorney for the railway company, states that if the employés interested desire him to do so, he will take up the case in their behalf, free of charge, for the purpose of ascertaining whether anything can be recovered toward the repayment of these deposits.

The employés whose names are hereto attached are directly interested in this, and should signify whether or not they desire Mr. Campbell to take up this matter.

Conductors: Wm. Fitzpatrick, J. McGinity, J. Mello, Jas. Francis, T. Alverson, P. Murray, P. C. Francis, Wm. Ritchie, B. F. Gitchell, S. Clarke, N. Adams, J. Curriuan, F. West, C. W. Marlett, F. M. Avery, F. Erickson, J. McGrath, A. Dulton, A. Blumana, and F. Wormell.

Motormen: F. Kerr, E. Hardy, G. Knowles, J. Piper, J. Dougherty, A. Lind, J. Carroll, J. Hagerman, W. C. Irwin, M. O'Connor, C. Street, P. Johnson, H. McGowan, A. C. Smith, A. D. Allen, S. A. Erwin, P. L. Francis, F. Hartman, J. McLaughlin, I. Jones, H. Stephens, J. A. Bodine, J. Feeney.

(Signed:) S. B. McLENEGAN,
Superintendent.

And on May 9th the following petition was received:

SAN FRANCISCO, May 8, 1896.

To Labor Commissioner E. L. FITZGERALD:

SIR: We, the undersigned, ask you to act in the matter of our deposits, twenty-five (25) dollars, which each paid in cash to the San Francisco and San Mateo Railroad Company, and which the present management claims that they are not responsible for: (Signed:) Ivor Jones, Geo. Knowles, Samuel Clarke, Nicholas Adams, Frank Wormell, P. Murray, J. Mello, H. McGowan, Jas. McGrath, F. Erickson, J. Hagerman, M. O'Connor, Chas. Street, B. F. Gitchell, Jas. Francis, P. Johnson, J. McLaughlin, Alex. Lind, F. M. Avery, S. A. Erwin, C. W. Marlatt, A. Dulton, Jas. McGinity, W. C. Irwin, H. R. Stephens, E. G. Hardy, Wm. Fitzpatrick, Wm. Ritchie, J. A. Bodine, J. Piper.

Investigation of this case disclosed the fact that each of the petitioners had deposited \$25 with the former management of the road, which said money had been turned into the general cash account instead of being treated as a trust fund, and had been used in defraying the general expenses of the road. It also developed that the former management only turned over to the receiver the sum of \$13 56, but the receiver had realized upward of \$4,000 from the sale of property of different kinds, which should have been set aside to satisfy such claims as this. It further developed that the receiver, in rendering his final account, made these employes creditors for the amounts of their deposits, by reason of the fact that he had already allowed and paid over sixty deposits to persons leaving the employ of the road whose cases were analogous to those of the claimants. However, upon motion of the attorney for the new management, the Court held that the employes had neglected to present their claims and ordered them stricken from the account. I am of the opinion that the Court was misinformed, or he would have made a different ruling, as more just claims never were presented to any tribunal. The case is now before the Court, and I have no doubt that full justice will be accorded the claimants, and their cases speedily settled.

To show the wide range of localities from whence the complaints are sent, and the character of them, I print herewith a few of those received within the last few months:

DAGGETT, SAN BERNARDINO COUNTY, January 12, 1896.

HON. E. L. FITZGERALD, Commissioner of Labor, City:

DEAR SIR: Believing that your office was established for the protection of the laboring men and advising them on matters regarding wages in this State, I venture to ask your advice under the following circumstances:

A number of us laboring men, some months ago, were induced to come out here from Los Angeles to work for an irrigation ditch company, under the following conditions: That we were to be paid from \$30 to \$40 per month and board; the wages to be paid one fourth in cash and the balance in land and water, with a monthly payday. They led us to believe many things which have turned out to be not true (notably the payday), in consequence of which many have quit and some have been discharged. Now, when these men quit or were discharged, they got the one fourth in cash and a piece of paper, which is not a land deed or a water certificate, but merely a due bill, which is not worth the paper that it is written upon at present, and may not be for some time to come.

But the work is going on pretty well, and, now that the most important part of the work is nearing completion, we see some indications of an attempt to get rid of most of us without giving us either land, water, or wages. Now, sir, the principal point is, can we not compel them, in place of giving us a worthless piece of paper, to pay us wages? We are mostly without means of any kind; in fact, "dead broke." Apologizing for troubling you with this, if it is not within the province of your office. I inclose a stamped envelope for reply.

Yours respectfully,

(Signed:) J. R. ADAMS.

DAGGETT, SAN BERNARDINO COUNTY, CAL.

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

DEAR SIR: In response to your kind invitation, contained in your favor of the 17th inst., to send full facts and details, I now gladly do so. Early in November last, this company advertised for men, and I and others answered the "ad." We found it was issued from a real estate office calling themselves the "Southern California Improvement Company," 222 West Third Street, Los Angeles—W. E. Robinson, vice-president and general manager; Wm. Disterle, secretary. We were told by them that they wanted good workmen to go out to a place in San Bernardino County, near Daggett, to work for them developing water from the bed of the Mojave River, with which they proposed to irrigate many thousand acres of land, put in an electric plant to supply cheap power to mines and reduction works, start a new town in the valley where the lands to be irrigated are situated, and call it "Minneola"; they also told us that a great deal of work had been done, and that in about two months they would have the dam completed, and they would move down on to the lands, etc.; they told us they wanted men who wished to make homes for themselves and be settlers in the valley. Therefore, they had decided not to pay wages in full, but to give the men for their labor, land, with water rights, at the rate of \$25 per acre, the men to be hired at \$30 or \$40 per month and board (\$30 for teamsters and \$40 for flumemen), one fourth of this to be paid in cash on the 10th of every month, the balance to be paid in land, with water. When was not stated, but they led us to understand we could get it at any time we wanted it. They told us they had a good camp, with plenty of good food; also that all the men they had were working on the same terms; they promised us two or three years' work; there were no written contracts.

After working for some time, we found that, while some things they told us were true, many were false. For instance: The food was poor and often very scant; they had some men working for cash only; they had no day of settlement; we could get no clothes, as they are in bad standing with the storekeepers around here; there is no stability of employment, as they discharge men occasionally. All these things, and many others that I do not mention, caused great discontent among the men, and some of them quit. For some time, when men quit or were "fired," the company paid them the one fourth all right and gave them a due-bill for the balance. There was a man working in camp who was buying up the papers and paying for them 65% to 70%, supposedly as a speculation of his own, but now we are all pretty sure that he is buying them for the general manager. But, now that prospects are looking very good for the company, a change comes: When a man quits or is "fired" now (although they have never had a payday except in name), all the satisfaction he gets is a due-bill, payable on the 10th of the next month for the one fourth cash. The water-right paper seems to be payable when the company pleases; but the magnanimous general manager's agent is still in the field buying the papers, now at 35 cents on the dollar. Now, sir, the general opinion among us is that the company, having got a great portion of the most important of the work done, is trying to freeze us out, trusting to our impecuniosity to save them from any serious consequences. I inclose a copy of one of the papers that the company gives to their victims. The man they gave that to came along the road, "dead broke," worked here eighteen and one half days, is discharged, and all he gets is that piece of paper. He went to the Justice at Barstow, and that gentleman told him he could sue the company and no doubt would get judgment against them, but he would need to have \$7 or \$8 for court fees and the serving of papers; he also told him he would need money to live upon for some time, as the company would be sure to fight for delay; the Justice also told him about one case that came into his court from this camp in which the man got judgment against the company, nearly two months ago; the company took an appeal in the case and the appeal had not been heard yet, as the company got an extension of time.

As it seems to be of no use bringing suit in these little desert burghs, could we not put the law in motion against them in Los Angeles, as the company's offices are located there, and many of us were hired there? Some of the men think that we could attach the works or that the county authorities might take up the case for us, if we knew the right way to apply to them. I may mention that the general manager and secretary are the only two members of the company that we have any knowledge of, and they appear to be two tricksters.

Hoping that you will further consider the points of our case, and further advise us, I remain,

Yours truly,

J. R. ADAMS.

SSEPE, CAL., January 8, 1896.

E. L. FITZGERALD, Esq., *San Francisco, Cal.:*

DEAR SIR: Please inform me as to what are my rights, according to law, in the following case:

On the 9th of November last there was due me, for labor performed, the sum of \$60, which is now and was refused me by my employer, and which I have been unable to get, with the exception of \$51, up to date. In conjunction with his works he conducts a boarding-house, at which we have been boarding since I made my demand. He now says that he owes me nothing, as he says my board amounts to the sum due me on November 9th.

Inform me if he is justified, according to law, and also if it is yet within the limits prescribed by law as to time to place a lien on the building on which I was employed, and oblige,

Yours truly,

(Signed:) G. S. BELL.

ALAMEDA, CAL., February 4, 1896.

MR. FITZGERALD, *San Francisco, Cal.:*

DEAR SIR: Will you kindly answer two or three questions in regard to the lien law? We are working on the "Encinal Hall" and cannot get any money. There are two of us in the original gang, the rest are all new men. Have had no money for two weeks. They owe Brown and I about \$80. Have tried to get some of it, even at a discount, but could not. They say there will be no money paid until building is completed. They put Brown and I off from time to time, with promises that in a few days they will pay us in full. Can we lien the building for more than \$100 for each man? They claim that the bank will not advance them any more money until building is completed. I ask you, in our behalf, to see the bank and find out whether they would pay the men. Eastlind & Johns have made so many promises that we cannot tell whether they are acting on the square. We are hard up, and cannot live on wind or promises. The managers of the bank, as near as I can find out, are Reuturis and Fisner, on Montgomery Street, near Post or Bush. They (Eastlind & Johns) say if we will not work on those terms, to get out and wait for our money, and that they will put on more men to take our places. Kindly instruct us, as we have had so much advice that we do not know whether there is any law or not. Do not mention my name in any dealings with Eastlind & Johns, as, if possible, I want to stay on.

By answering this letter you will oblige,

Respectfully yours,

(Signed:) JOHN BELL.

SAN FRANCISCO, CAL., January 22, 1896.

E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: I am having some trouble in getting my wages from a contractor, and I was told to consult you in regard to the matter. I was cooking for Perrine, Mattingly & Smith, contractors, on the Mission road—office in "Daily Report" building. On the morning of the 12th of November I was thirty minutes late with breakfast and was discharged. They refused to pay me for the eleven days I worked in November; they claim they can charge me with the men's time while they were waiting for breakfast—a collector tried to get it, but he has not succeeded.

As I am working every day, I could not call at your office, so I write this. Please let me know what you think of it.

Yours very truly,

(Signed:) FRED BRAINERD.

SAN FRANCISCO, CAL., April 29, 1896.

MR. FITZGERALD, *San Francisco, Cal.:*

DEAR SIR: Permit me to call your attention to a case where I am unable to collect my wages: Last year, August, 1895, I was sent by Martin & Co. (employment agents) to take a position as dishwasher at the Capitola Hotel, kept by Hepburn & Terry. I worked there four months and a half, and was unable to collect my wages, being put off by promises from week to week, with only a little money given to me once in awhile, so that at the end of four months and a half I had been paid \$10, and had still due me \$72 50; when, seeing that they were unwilling to pay me, I quit and put the claim in the hands of Mr. McGuire, of Netherton & McGuire, to collect. He caused several garnishments to be served on some of the guests of the hotel, and thus had some money attached. At this point the Hihn Co., who owns the hotel building and furniture, stepped in and claimed the money, or at least part of it. The Hihn Co. being rich and influential, the lawyer was unwilling to push the case, and it never was brought to trial. He finally caused me to accept a compromise, which was all one-sided, by which I had to pay the costs of the suit, accept whatever money the Hihn Co. did not choose to claim, and take a note for the balance, which was to be paid in four installments, due February 7th and 17th, and March 7th and 17th. I wrote to the lawyer March 20th, and got an answer that the payments on the note had not been made, but would be made in

the first week of April. About the 8th of April I wrote again, and have not received an answer as yet.

Another man who brought a suit at the same time assigned his claim to me for the purpose of saving costs in the bringing of the suit. Have written several letters and have never received an answer. We both think that the lawyer is not treating us right, and we have come to the conclusion to ask you if you could do something for us. If you can do something, do what you think is best, but I would suggest that you telephone to that lawyer to find out why he does not keep his clients informed of the state of the suit; also, if that does no good, telephone to Hepburn & Terry. I think you could publish in the papers the way they have been treating their help, for most everybody who has been working for them have lost wages; also, tradesmen have been unable to collect their bills. A threat to advertise their way of doing may bring them to terms. If common report is true, it is not the first time that they are doing that kind of work, and the Sheriff was after them last fall to collect bills contracted elsewhere. They had a good season last year, and they ought to have been able to pay their help, if they were honest. The Hihn Co. may not like to have Capitola advertised in that way, and may bring pressure upon them to make them pay. In short, do whatever you think best. I am willing to stand whatever expense there may be for telephoning. I am working, so am unable to go and see you personally.

Please let me know what you can do, if anything, and oblige,

Yours very truly,

(Signed:) D. CHABRAND.

VALLECITO, CAL., April 25, 1896.

FRIEND VINZENT: You will remember the writer stating to you, some two months ago, as going to work for a mining company near Angels, Cal. I came here by the influence of John O'Brien, of the Mills Building, an attorney at law; also president of this company. As yet have not received any of my wages, along with some ten more, amounting in all to some \$1,200. The situation is as follows: The name of the company is the "Oro y Plata Gravel Mining Company," regularly incorporated, with John O'Brien president and Dr. Hunter secretary, a man by the name of Prindle treasurer, with office at 16 Second Street, San Francisco. This company bonded property for \$6,000, \$2,000 of which they have paid; the remaining \$4,000 they have not paid, which was due the 21st of this month. The president was here, and offered the help 35 cents on the dollar; it was not accepted. He also states that they were unable to take the property, but had arranged for a Mr. Tryon, of Angels, to buy it.

What is our position, and what shall we do if the company does not pay us within a few days?

Trusting you are all well, and hoping for a speedy reply, I remain,

Yours respectfully,

(Signed:) EDWARD K. PATTEN.

VALLECITO, CALAVERAS COUNTY, CAL., April 24, 1896.

MR. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: The "Oro y Plata Gravel Mining Company," incorporated under the laws of the State of California, have been operating a mine in this locality for the past eight months; for the past three months or more they have failed to pay their men, on one pretext or another. The superintendent, Mr. F. W. Kenny, whose address I do not know, made us all kinds of promises, telling us, among other things, that the men would get every dollar that was coming to them, even if the company never realized another dollar from the mine.

The mine was shut down on the morning of the 10th of April, on account of the men refusing to work longer without pay. On the 22d inst., John P. O'Brien, president of the company, whose address is Mills Building, San Francisco, came here and proposed to pay the men 35 cents on the dollar if they would sign a receipt in full, which they refused to do. The account due for labor performed is something over \$1,200. The said company bonded this mine from William Moyle, of Vallecito, Cal.; they paid \$2,000 in December and were to pay \$4,000 some time this month; this, they claim, they were unable to do, so they transferred the property to a third person, a Mr. Tryon, of Angels Camp, who paid the \$4,000, and, as we are given to understand, is the present owner of the mine.

Now, what we would like to know is this: Could they transfer this property to a third person without paying the men? In other words, would not the debts for labor performed be transferred with said mine? Is not the mine liable for the debt?

A Dr. Hunter, of San Francisco, is secretary of the company. Mr. Davis, proprietor of the Golden Rule Bazaar, of San Francisco, is one of the incorporators and also a member of the board of directors, as I understand it. Are the individual members liable for the debts of said company?

By an early reply you will greatly oblige several miners. Any advice from you in this matter will be thankfully received.

Yours respectfully,

(Signed:) J. A. WILLIAMS.

BIGGS, BUTTE COUNTY, CALIFORNIA, April 8, 1896.

E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: I wrote you about two or three weeks ago, but receiving no reply I thought your letter might have been lost. Since February 21st I have been driving an eight-horse plow-team for E. J. Cartright, of Chico. He works the land on shares; the land belongs to Dr. Watt, and he furnishes the money to pay help, and holds a mortgage on the crop. Watt will only pay \$20 a month, but Cartright will pay \$5 more if I will take it out in groceries. Other ranchmen are paying \$25, \$26, and \$30 cash per month. I made no bargain of how much wages I was to have. Can I collect \$1 a day, or how much can I collect? Can I hold the team, plow, harness, etc., until I get my pay in full? Can he charge me for bringing me to work, and taking me back to town? The team belongs to another man. From February 4th to the 21st I herded geese. Can I collect any more than \$20 per month for that? Please give me necessary information, and tell me how to proceed to get full wages in cash, without going to extra expense and unnecessary trouble. An immediate reply will greatly oblige,

Respectfully yours,

(Signed:) JOHN AVERY.

SEA VIEW, SONOMA COUNTY, April 26, 1896.

MR. FITZGERALD, *San Francisco, Cal.:*

DEAR SIR: Your letter of April 22d at hand, and all the trouble with Mr. Anderson is that he wants pay for the time he did not work. Does he want me to pay him for the time he went hunting and fishing, and rainy days, and making three trips to San Francisco? Why, that would be a soft thing. I have been hiring men for the last twenty years, and he is the first one to look for that. Ed Piver was at work all the time—he did not look for pay only for the time he worked. I have worked by the month for six years, and did not get pay for only the time I worked. It is not the custom in this neighborhood.

The fact of the matter is that he has worked—

Two months and seventeen days.....	\$39 80
By cash :.....	24 00
	\$15 80
Ed Piver	2 40
	<hr/>
Balance	\$18 20

I have the balance all ready to send him as soon as he sends me his address. Hoping this will be sufficient, I remain,

Yours respectfully,

(Signed:) JOHN MOORE.

I think the foregoing will forcibly establish, to the satisfaction of the reader: First, the importance of this feature of the work; second, the necessity of a department to which these claims may be taken and adjusted.

I have received communications from the Labor Council of San Francisco, who intended to organize a system of such as I have inaugurated, and in reply I sent the following communication, which very clearly explains the status of the work at the present time:

SAN FRANCISCO, CAL., January 16, 1896.

To the Honorable Board of Directors of the Labor Council, San Francisco, Cal.:

GENTLEMEN: Your representative has called upon me in reference to the work that I have been performing in assisting laboring men to collect wages which were refused them by contractors for whom they worked, and desired that I communicate with your honorable body in relation to this matter. From the beginning of my work as Labor Commissioner I have been requested to intercede for the laborers who were unfortunate in the collection of their just dues. At the start, the cases were few, but as the success in the undertaking became generally known, it has increased the work of my department to such an extent that I am hardly able to perform the vast amount of work in this regard which I am requested to undertake.

The aggregate amount of collection, considering that portion of it which is assured and will be paid in the near future, amounts approximately to the vast sum of \$30,000, within a period of six months. These requests are made in individual claims of, say, from \$2 up, or in bodies of individuals whose claims are against one person, and have been placed in my hands. I have been materially assisted by the kind offices of Mr.

I. J. Maccabe, an attorney at law of this city, who has taken an interest in this particular line, and has performed these services gratis.

In regard to the abuses by the employment agents of this city, will say that for the past six months I have left no stone unturned to stop their dishonest practices, and to protect the laboring classes from their unscrupulous methods. At the present time, from the number of complaints arising, which are few, I feel that my work has resulted in their doing a legitimate business, or as near so as is possible for them to do. From time to time I receive complaints against these persons, but have no difficulty in adjusting the matters to the satisfaction of the applicant for employment, and I beg to say to your honorable body that, in the matters above referred to, I desire to be considered, at all times, at your service in that I may assist you in this good work which you have undertaken, and from time to time, should you need advice or the assistance of myself and staff, you may consider us at your disposal.

I have the honor to remain,

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

Under the head of bills will be found several bearing upon the subject, and when the same are made laws I hope that these matters may be handled in such a manner that the transgressions against the poor and needy, as herein set forth, will be brought to an end.

The following is a partial report on cases submitted to Messrs. Engs & Bonta:

To the Commissioner of the Bureau of Labor Statistics of the State of California:

SIR: We desire to submit herewith our report upon the claims filed with you for suit or collection, and by you transmitted to us for action thereon.

The list given below embraces all claims or demands investigated by us between May 1, 1896, and August 1, 1896, chronologically arranged:

May 1—John Heaney vs. Jas. J. O'Connor, contractor.....	\$12 00
Wages due for carpentering; paid in full May 7th.	
1—Hans Anderson vs. John Moore, farmer, Sonoma County.....	35 40
May 5th, paid by Moore \$18 20; suit for balance advised.	
1—Peter Conlan vs. Commercial Transfer Co.	3 25
Wages for driving wagon; paid May 2d.	
1—Frank Oransey and Joe Fontaine vs. City Hall Restaurant	21 30
Wages due waiters; advice given.	
1—J. L. Eagle vs. O. Heaton, assignee, etc.	
Claim against an insolvent; settled by the parties.	
2—Jno. Murphy vs. S. F. & S. M. R. R. Co., Sanford Bennett, receiver	89 12
Wages due for work on road; paid by order of Court, June 4th.	
2—Kelly et al. vs. Board of Education of Vallejo	
Wages due for work on school-house as shown by vouchers issued; advice given.	
6—J. A. Williams et al. vs. Oro y Plata Gravel Mining Co.	417 49
Wages due for mining; mechanics' liens filed; suit to foreclose pending.	
6—Mary Lyons vs. Michael Margin	30 00
Wages for housework; margin not found.	
6—P. Dockery vs. Hugh Flynn, contractor	45 50
Wages due for work on building; suit and garnishment; paid in full May 8th.	
7—D. C. Chabrand vs. Hepburn & Terry, hotelkeepers	115 00
Promissory note; advice given.	
7—C. E. Pixley vs. A. E. Buckman, contractor.....	22 50
Wages due as per time-check; paid May 8th.	
8—James Graham vs. Whitelaw & Son, wreckers	15 00
Wages due laborer; paid May 8th.	
8—Amy Cleveland vs. Ormsby & Co., printers.....	4 50
Wages due solicitor; advice given.	
12—P. Shea and H. Hudson vs. Atlas Iron Works	87 35
Wages due as per four time-checks; paid in full May 23d.	
13—C. Hartnup vs. Cosmopolitan Hotel	3 85
Wages due waiter; paid May 14th.	
14—Kate Schwartz vs. Charles Bley, Santa Cruz	43 00
Wages due for laundry work; suit brought; settlement pending.	
18—Louis Volke vs. California Art Metal Works	46 00
Wages due mechanic; suit and garnishment; compromised on payment of \$44, July 1st.	
18—Ernst Kimmerling vs. Paul Isik	7 50
Wages due for cooking; advice given.	

May	20—John McCartney vs. Charles Wilson	\$4 50
	Wages due for carpentering; paid May 23d.	
	20—Kate Smith vs. Mrs. Kern	11 50
	Wages due for housework; Mrs. Kern not found.	
	20—T. Hensley vs. Eureka Art Co.; amount due uncertain	
	Wages due solicitor; settled by compromise.	
	22—James W. Ruddick vs. Union Iron Works	19 50
	Wages due mechanic; advice given.	
	25—John Dittman vs. Thomas Wyatt	154 00
	Wages due carpenter; settled by the parties.	
	25—C. M. Hinkle vs. Oakland R. R. Co.	25 00
	Suit for deposit; judgment for plaintiff July 23d; appeal by defendant now pending.	
June	1—C. C. Chapman vs. Potrero Furniture Co.	27 00
	Wages due laborer; paid June 18th.	
	6—John Lentz vs. Hogan & Burns, contractors	23 00
	Wages due laborer; advice given.	
	7—Fred Berard and H. Valbrush vs. David Sternscher, contractor	60 50
	Wages due for grading; notice of lien given; matter settled by the parties.	
	9—Margaret Tracy vs. Mrs. Woods	2 50
	Claim for wages invalid.	
	10—W. T. Boyd vs. John Tuttle, contractor	22 00
	Claim for wages due for labor; advice given.	
	10—Wm. H. Nelson vs. J. C. Nolan, gardener	18 00
	Wages due for gardening; advice given.	
	11—John Foard vs. John Tuttle, contractor	12 00
	Wages due as per time-check; paid June 13th.	
	12—M. Lawley vs. A. E. Buckman, contractor	54 15
	Wages due as per time-check; paid in full June 26th.	
	12—Thomas Quinlan vs. Thos. Kelly & Sons	20 50
	Wages due hostler; suit commenced; paid June 20th.	
	12—Hugh Donohue vs. Thomas Howell, publisher	12 00
	Claim for wages due janitor; advice given.	
	18—S. Mischler vs. James Green	170 00
	Wages due for farm work; advice given.	
	23—F. W. French vs. R. H. Clark	7 50
	Wages due mechanic; compromised on payment of \$5, June 24th.	
	23—S. A. Leflingwell vs. Whitelaw & Son, wreckers	61 79
	Suit and judgment for plaintiff for \$35 75; paid July 11th.	
	24—M. Devitt vs. John Kelso	24 50
	Wages as per time-check; paid June 25th.	
	25—Annie Tagney vs. José Cacres	10 00
	Wages due for housework; paid July 16th.	
	27—Ellen West vs. Edward Butaris, hotelkeeper	5 00
	Wages due for housework; advice given.	
	27—Maurice Kirby vs. J. H. Murphy	6 25
	Wages due laborer; settled by the parties.	
	29—Edward Howard vs. Walter Morosco, Morosco's Theater	14 00
	Claim for wages due supernumeraries; suit and judgment for plaintiff for \$4, August 15th.	
	29—W. McPhee vs. T. J. Gallahoon	15 00
	Wages due carpenter; settled by parties.	
	29—Geo. Thompson vs. O'Connell & Lewis, iron works	135 00
	Wages due mechanics; settled by the parties.	
	30—Lizzie Wake vs. Mrs. Hartman	42 00
	Wages due dressmaker; advice given.	
	30—Herman Dienst vs. Hogan & Burns, contractors	3 00
	Wages due laborer.	
	30—Dennis Mulcahy vs. C. Switzer and — Molloy, contractors	30 00
	Compromised August 7th on payment of \$24.	
July	12—Henry Makepace vs. Mrs. Ward, Sunol Hotel	17 10
	Wages due cook; advice given.	
	13—Ed Condon vs. G. W. Johnson, farmer, Glen Ellen	15 45
	Wages due laborer; paid July 25th.	
	14—J. McDonald vs. Atlas Iron Works	11 00
	Wages due as per time-check; advice given.	
	14—C. Newman vs. Hotel Rafael	35 00
	Wages due waiter; settled by the parties.	
	14—Edmond Pait vs. Piper-Aden-Goodall Co.	90 00
	Wages due engineer; suit and judgment for defendant August 14th; appeal by plaintiff now pending.	
	15—Adam Krysiok and John Kyalitys vs. W. Treat & Son, Biggs, Cal.	
	Claim for damages for breach of contract; advice given.	
	6—L	

July 15—F. McHardy vs. A. E. Davis	\$20 00
Wages due carpenter; settled on payment of \$10, July 30th.	
17—Sam Ephraim vs. Mrs. Chevalier, Miramar Hotel	8 00
Wages due bell-boy; advice given.	
18—G. Hartman vs. A. E. Buckman, contractor	
Wages due as per time-checks; advice given.	
20—Fred Shwerkler vs. Joe Sherer	40 00
Wages due laborer; settlement pending.	
22—S. H. Wilson vs. Thos. Maddigan	10 50
Wages due for driving wagon; suit and judgment for plaintiff.	
22—M. Vogelsang vs. J. E. Whittier	12 00
Wages due laborer; advice given.	
23—Chas. Keil vs. J. Goetjen	2 50
Wages due laborer; paid July 24th.	
23—Thos. Manning vs. A. Jacquenet	23 40
Wages due carpenter; notice of lien given; paid July 24th.	
24—John Long vs. A. E. Buckman, contractor	10 95
Wages as per time-checks; settlement pending.	
24—Annie Bell vs. Henry G. Boulon	70 00
Wages due nurse; suit commenced and pending.	
24—Thos. Lawlor vs. Chas. Answorth, painter	3 75
Wages due painter; paid July 25th.	
25—John Suello vs. Frank Aruney, restaurant-keeper	5 00
Wages due for cooking; advice given.	
25—Timothy Lane vs. Terrence McDonald	49 00
Wages due laborer; advice given.	
27—Wm. Croft vs. Enterprise Planing Mill, Alameda	80 00
Wages due laborer; settlement pending.	
27—M. Curry vs. M. C. Hogan, contractor	45 85
Wages due laborer; advice given.	
28—Kate O'Neal vs. — Van Tassell	37 00
Wages due for housework; advice given.	
29—A. Johnson vs. Walter Cole, contractor	20 10
Wages due laborer; paid August 17th.	
29—Wm. McLean vs. Darby Laydon & Co, pile-drivers	11 80
Wages due laborer; settled by the parties.	
30—Robert Fox vs. J. H. Lobers, baker	1 70
Wages due laborer; settled by the parties.	
30—C. Johnson vs. Albert Hall, Point Reyes Hotel	12 00
Wages due laborer; paid on account \$7 50.	

An examination of the foregoing list of claims will show that during the three months of May, June, and July we collected in cash something over \$800.

All claims reported upon as "settled by the parties" were so adjusted after some intervention upon our part had taken place.

Claims showing "advice given" were in some cases invalid, in others hopeless, owing to the poverty of the debtors, and in others probably collectible, but unpaid, owing to failure upon part of the creditors to prosecute them to judgment.

Respectfully submitted.

(Signed:) WALTER G. BONTA.
(Signed:) EDWARD W. ENGS.

August 20, 1896.

TIME-CHECK SYSTEM.

With the abuses perpetrated by the designing and unscrupulous contractors goes another instrument of torture and destruction to the spirit of labor, and that is the little rectangular piece of paper known as the "Time-Check."

This little certificate is used with great success by the corporation and contractor to preserve inviolate its exchequer, at the cost, injury, and deprivation of the laborer. The flagrant use of this method of standing off payment to the needy is practiced far and wide, and labor has been forced to accept the condition without any apparent means of recourse. It is a condition forced upon labor which it, through the lack of legislation, has no alternative but to accept, and to treasure the scrip until a future day arrives for its redemption. ~~It is the instrument of false pretense in the hand of capital for the purpose of further grinding labor to its lowest possible price.~~

The laborer is hired to perform certain work, which is rendered there and then, and represents its equivalent in value, and necessarily should be paid in value. Instead, the check is then resorted to for one of two purposes—either to act as a benefit to the employer, as a means of reducing the price he agrees to pay by discounting, or the accumulation of the interest for 30, 60, or 90 days, such as the case may be, upon the money due for labor and which rightfully belongs to it, and should be paid on demand. Should this prove the only disagreeable feature of the "Time-Check," while it certainly is disastrous enough, labor might overcome the unpleasantness; the main feature to be considered is the general condition of the working person upon entering employment.

The existing economic conditions, I am sorry to say, are such that the laborer at best has about all he can do to make a livelihood, and when there are added to his disbursements the tariff charged by employment sharks, together with transportation charges and necessary incidentals, he enters upon his duties with a depleted exchequer, and almost in every instance penniless. The laborer who seeks employment and boards and clothes himself, this system absolutely excludes. The laborer who is paid a certain rate and "found" can go to work and have advanced to him board and lodging and what other necessities he may require. Upon settlement all advances of this nature are deducted from his labor account, and the "Time-Check" is issued for the balance due, should he continue in the employment. He may be able to wait the pleasure of his employer, but should he desire to contribute to the support of a needy family he has the alternative of cashing his check at a discount, which in some instances reaches the ruinous rate of 10% per month, and in some instances the credit of the employer is such that the checks are not negotiable—then, in this instance, he is driven to do the best he can.

This un-American, undemocratic, inhuman manner of treating labor has but one effect: that of creating in the breast of honest labor an unsatisfied, uncertain, and careless condition, which does not tend to the best interest of the community. It is one of the practices which leads labor to lift its voice against the oppression of heartless capital, and excites in the heart of the laborer an eminent disregard of the virtues of our American institutions.

The "Time-Check" system is universally practiced throughout the

State, principally among contractors upon street work, and in the lumber districts. Investigation of the subject reveals the stand taken by the employers, whose weak defense of this method is that in cities it is not to the interest of the employer to pay cash for labor, as in that event the laborers would continually quit work and demand pay, and work injustice upon them, by reason of the fact that a full complement of labor could not at all times be kept upon the work.

This excuse is contradicted by the laws now upon the statute books, which provide that employers may designate a payday during each month upon which employes shall be paid. Another excuse that has been used by those representing the lumbering interests, where the "check system" is used in the extreme, is that the product of the labor is not transformed into money until several months after the labor is performed; however, the company always stands ready to discount if it is in a condition financially to do so.

In support of these facts I desire to call attention to the following complaint from the employes of the Sanger Lumber Co., at Millwood, Fresno County, showing with what heartlessness the said corporation treats employes, who have families depending upon them for the common necessities of life:

MILLWOOD, FRESNO COUNTY, CAL., November 15, 1895.

MR. FITZGERALD, *State Labor Commissioner, San Francisco, Cal.*:

DEAR SIR: I would be pleased to seek your advice in regard to the following affair: I am one of the party of men that left the city on the 22d of September to work in the mill for the above company. Our bargain called for \$1 75 per day. No statement was made as to time-checks. Now they want to pay us with sixty-day time-checks, and as there are family men among us, with wives and children at home, how can we wait for money that long?

Please let me know if you can do anything in our behalf, or what course to pursue. Hoping to hear from you at an early date, I remain,

Yours very respectfully,

(Signed:) H. M. KOORDT.

When this matter was presented to the company, whose principal place of business is in San Francisco, they made the excuse that it was customary for the laborers to wait until some disposition could be made of the product. That the labor of one season prepared for market the lumber to be sold during the following season; hence, the men should wait. The natural inference would be that, should the product fail to meet with ready sale, the hunger of the individual laborers would be protracted. No further complaint having been received, it is supposed that complainant accepted a proposition to discount same.

On December 6, 1895, another complaint was received from the same source, where the same company was the direct cause:

SANGER, CAL., December 6, 1895.

MR. E. L. FITZGERALD, *Labor Commissioner, San Francisco, Cal.*:

DEAR SIR: I am involved in a little trouble here, and I thought may be that you could help me out. I have been working for James Berry. He had a contract to get out logs for the Sanger Lumber Co., and they were paying the men with sixty-day drafts. The Sanger Lumber Co. paid them.

I made no agreement with Berry when he hired me about how I was to be paid, and when I was discharged I took a statement. They refused to give a sight-check, and also refused to accept the statement. So I have demanded my wages from the time that I was discharged until a full settlement is made. I am not sure whether I am right or not, so I thought it better to consult you about it. And another thing: Can a laborer sue on a sixty-day draft, if discharged?

Please answer and oblige,

Your friend,

(Signed:) F. J. FLECKENSTEIN.

Another controversy with the same corporation, the seeds of which were sown in the month of June, 1895, did not ripen until the following January, as will be shown by the following correspondence:

MILLWOOD, FRESNO COUNTY, CAL., June 29, 1896.

E. L. FITZGERALD, *Commissioner of Labor, San Francisco, Cal.:*

DEAR SIR: Would you be kind enough to inform me if a company can compel a man, after he has quit working for them, to wait sixty days for his money; or can they be made to pay?

By answering the above you will greatly oblige,

Yours truly,

(Signed :) JOHN DAVITT.

MILLWOOD, FRESNO COUNTY, CAL., July 14, 1896.

E. L. FITZGERALD, *Commissioner of Labor, San Francisco, Cal.:*

DEAR SIR: Your esteemed favor of the 10th inst. received. I will state the conditions here: I am working for a contractor; he hires the men, but the company is supposed to pay them. The contractor will give a sixty-day check or a statement of the time worked. The company's clerk will not sign a statement, but will sign a sixty-day order drawn on the company. What I and several others would like to know is, whether a man working by the day, and is discharged or quits, is compelled to take a sixty-day order, or if he can demand payment? Who is the proper party to demand it from, the contractor or the company, and what steps should be taken to recover wages under such conditions? By answering the above questions you will confer a favor on several working.

Hoping that you will find it convenient to answer the above, and thanking you for your former favor, I remain,

Yours truly,

(Signed:) JOHN DAVITT.

FRESNO, CAL., January 4, 1896.

E. L. FITZGERALD, *Commissioner of Labor, 215 Sansome Street, San Francisco, Cal.:*

DEAR SIR: I have before me two letters, written by yourself to John Davitt on July the 10th and 20th, respectively, with reference to the employment of the said John Davitt and others by the Sanger Lumber Co.

As you make some statements in your letter for which I do not find any authority, I desire to ask you some questions concerning the matter:

These parties were employed to work by the month, at so much per month and board. On or about the 25th day of November, without notice and before expiration of month, the company discharged them.

There was no agreement between the company and the men that they would accept anything but cash in payment for their labor, but when they were discharged they were offered sixty-day time-checks, which they refused to accept. The time-checks were only worth about 90 cents on the dollar.

The question I desire to ask is: Do you think, under the law, that they can compel the company to pay them for the full month in which they were discharged? The men, not having received any money, were compelled to remain in Sanger, and to pay board, or rather, to become liable for board.

In other words, is the company liable to them for any longer time than they actually worked, where payment was refused at the time they were discharged?

Please let me hear from you by return mail, as the cases are set for trial on the 7th.

Yours very respectfully,

(Signed :) A. M. DREW,
Attorney at Law.

Next came a complaint from Clovis, Fresno County, against the Fresno Flume and Irrigation Co., who, through their action, if the statements of interested parties are true, reached perfection in their art of ill-treating defenseless laborers.

CLOVIS, FRESNO COUNTY, CAL., February 16, 1896.

E. L. FITZGERALD, *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: I want to confer with you in the interest of the laboring people of this vicinity. There is a corporation, known as the Fresno Flume and Irrigation Co., located at this place, which owns an extensive lumber mill in the mountains, and has a box factory located at Clovis, connected with the mill with a flume, through which they ship

their lumber to Clovis. They employ about 100 men through the winter, and in the summer they employ about 250; and, very much to the disadvantage of their employes, they issue seventy-five-day time-checks every thirty days, and a man can either take them or lose his job. Seventy-five days back they issued these checks which are now due, and they won't pay them. Families are in need of the money and can't get it. The banks won't honor the checks, and they can get no money. It has been that the banks would discount the checks and pay the men, but the company will not pay their own checks when they become due, and the banks are scared; so, you see, it puts a man in a close place who has a family to support. All of this, as you know, is contrary to a State law.

In regard to the company and incorporation, I am not conferring with you in my own behalf, as I never did a day's work for this company. Don't expect to. I am an officer of the law at this place, and am asking your assistance in behalf of the workingmen and the people at large.

Now, if you can do anything I will gladly help you. I will circulate a petition or anything else to make this company comply with the law.

Yours very truly,

(Signed:) E. S. McCLUNG,
Assessor, Clovis, Fresno County, Cal.

P. S.—I hope to hear from you soon in regard to this matter.

CLOVIS, FRESNO COUNTY, CAL., February 19, 1896.

E. L. FITZGERALD, *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: Your letter of the 18th inst. is at hand, and contents noted and appreciated. You made a mistake in addressing me as Assessor, as I do not hold that office. I am a peace officer (Constable) of the second township of Fresno County.

I shall not do anything more in regard to that matter until I hear from you. If it is necessary to circulate a petition before getting that matter before the Board of Labor Commissioners, I will gladly do it. If it is so, I wish to ask you to send me a petition or a form, and I will attend to it.

Yours very truly,

(Signed:) E. S. McCLUNG,
Constable, Clovis, Fresno County, Cal.

The following letters show how the case progressed:

FRESNO, CAL., February 29, 1896.

E. L. FITZGERALD, ESQ., *215 Sansome Street, San Francisco, Cal.:*

DEAR SIR: The Fresno Flume and Irrigation Co. has just handed to me your communication with reference to some fancied grievance of one of their employes. It is the first intimation that they had that the paper of the company is not perfectly good. What time-checks, if any, have been issued by the company have been accepted by the employes to whom they have been issued in full payment without objection, and we cannot understand what cause there is for any employe to find fault with any of the plans or methods of the company. We are of the opinion that the communication must have been written by some one either not having a full knowledge of the facts or animated by some personal grievance or prejudice against the company.

The company does a large and extensive business, and employs a large number of laborers, who are, as far as we are advised, perfectly satisfied with their dealings with the company. If the complainant has any real or fancied grievance, we should be pleased to take it up and ascertain the difficulty, if any, and if we are in any manner in fault, shall be very much pleased to adjust it. Personally, I am satisfied that there can be no difficulty in discounting any check or warrant issued by the company, and if your correspondent has had any difficulty in that regard, I shall be pleased to see that it is remedied.

Yours very truly,

(Signed:) L. L. CORY,
Attorney at Law.

The above communication virtually admits the issuance of the checks and the truth of the statements made by complainant, and evasively agrees to remedy the difficulty.

CLOVIS, CAL., March 11, 1896.

E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: I wish you would send me a letter stating to the employes of the Fresno Flume and Irrigation Co. that they need not fear of the company ever seeing the petition that you sent me, if they would sign it. Some of them are afraid that the petition

will come up in court or be sent to the company. They all want to sign, it but are afraid that the company will discharge them, and if they have the assurance that the company won't see who signed the same, they will sign it.

Yours truly,

(Signed:) E. S. McCLUNG.

The following communication concluded the controversy, and I desire to direct particular attention to the summary of the case by Mr. McClung, which appears to me to be a frank, straightforward statement of facts and the reason why the company act as they do in the premises—all tending to show the flagrant abuses and curse of the time-check system upon labor:

CLOVIS, CAL., March 26, 1896.

E. L. FITZGERALD, *San Francisco, Cal.:*

DEAR SIR: I have consulted with all of the employes of the Fresno Flume and Irrigation Co., and they are all delicate about signing the petition, and I shall not urge them, as I do not want to be the cause of any of them losing their positions.

I don't think a petition is necessary, as their way of paying their employes is contrary to law, and I hope you fully understand their motive for doing business in such a way. As for the attorney of the company to write you that the company is unaware that there is any objection to their manner of doing business, such a statement amounts to nothing. He knows that any such statement is false, and furthermore, the company instructed him to write such a letter, as it was the opinion of the company that such a letter would have more effect if written by their attorney than if written by the president of the company.

Now, to explain matters more fully to you, I will write you the true condition of affairs, so you can judge for yourself whether or not there is any objection to their manner of doing business:

First—They pay cash to their head men, who command large wages, and who could best afford to take a time-check.

Second—Single men (who don't care whether or not they work for the company) get their checks cashed when they become due, as the company knows they will be sued and have to pay costs.

Third—Families who have moved to Clovis, bought lots, built houses, and depend on the company's employment for support, have to take their checks and hold them until the company sees fit to pay them. If they sue the company they can get their money all right—but no more job.

This I know of my own personal knowledge, and hope you will, while on your trip, come to Clovis and get the voice of the people in regard to this matter.

Yours truly,

(Signed:) E. S. McCLUNG.

The following letter recites still another complaint, the nature of which is now too well understood, from a perusal of the foregoing, to require comment:

SANGER, FRESNO COUNTY, CAL., March 9, 1896.

E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: Yours of the 5th just received. My business is the collection of wages. I am working for (I suppose) a contractor, Young, who has a contract from the Sanger Lumber Co. Young hands my time into the office of the Sanger Lumber Co., on the first of each month; the Sanger Lumber Co. will offer a check on the Sanger Lumber Co., payable in thirty or sixty days, which does not suit me. I want to leave the State, and I don't know whether Young has a contract or is just playing the dodge. He (Young) said that he did have a contract; that is all I know about it, is his word. Now, I want to leave. Should I take a check from the Sanger Lumber Co., at thirty or sixty days, or a statement from Young that I am working for or under him? Would you take this matter for collection? If so, what would it cost to have you collect this for me, or would the cost be held out of my wages, or would the company have to pay all costs and fees? Would I have to be present? Could you take this check or statement and collect it without me being present? I want to be in San Francisco by March 14th, and the company, or contractor Young, owes me from \$45 to \$55.

Well, I have stated the facts to the best of my ability. Consider, and answer upon receipt.

Yours respectfully,

(Signed:) J. G. RUSH.

The following communications relative to complaints of the "time-check" system emanate from the northern lumber district of the State,

where thousands of men are engaged and are subjected to the grossest indignities. They are paid once in three months by sixty-day sight-checks, which upon maturity are paid or are not paid at the option of the company issuing same. In the meantime the men are permitted to run accounts with the company store, limited to the amounts due them, whereby they are granted the privilege of spending all they can earn, and receive in return subsistence, such as it is, and a few articles of necessity, paying for same a monopoly profit of several hundred per cent.

To the casual reader, the following statements would, were they not authenticated and proven by affidavit and a preponderance of evidence, appear fallacious and not worthy of notice, as the reprehensible conduct of the employer therein depicted, to a reasonable and humane person, would seem beyond the capabilities of persons who claim to be patriotic citizens of this country.

The letters here appended give a graphic description of the abuses of this system and a comprehensive idea of the number and condition of the men employed in the lumber regions along the Mendocino coast:

USAL, MENDOCINO COUNTY, CAL., April 25, 1896.

E. L. FITZGERALD, *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: My object in writing to you is to gain a little advice and information regarding a lawsuit of which I will tell you in this letter: I went to work for a corporation, which is known as the firm of Cottoneva Lumber Co., at Rockport, of this county. I started to work on the 22d day of May of last year, and stayed there until the 6th day of August, on which day I was discharged. I went to the office to get my money, and in payment for my work the superintendent offered me a time-draft, payable sixty days after sight. I would not take it. I wanted cash, but the superintendent told me it was the best he could do. I accordingly sued them and the case was tried in the Justice of Peace Court at Westport on the 22d of August. I got judgment against them there, but they appealed the case to the Superior Court at Ukiah. Now, my case has been set for trial three different times, but it has always been put off and continued for some reason or another. My attorney (J. C. Ruddock, who lives in Ukiah) told me in his last letter that he thought the case would be tried on the 21st of next month (May), but I think they will put it off again.

In my original complaint I sued for my wages and \$2 per day from the day I was discharged until I get my money, but now my attorney says he has amended the complaint, and all he asks for now is my wages due me, which only amounts to \$48 40, and interest thereon, and costs of court.

I think it is a shame the way they treat the workingmen on this coast, and something ought to be done. Is there no law in the State of California to protect a workingman? Hoping you will see to this, I am,

Very respectfully,

(Signed:) H. LUND.

FORT BRAGG, MENDOCINO COUNTY, CAL., March 26, 1896.

HON. E. L. FITZGERALD, *State Labor Commissioner, City:*

MY DEAR SIR: * * * You spoke in your letter about looking into the lumber industries, time-check system, etc., up in this locality. I wish to say right here, I have often thought of writing to you on this subject. The Mendocino coast employs something like 5,000 men, and you have no idea how these men are treated—words cannot express it. Take this company here. They pay their men every ninety days with sixty-day time-checks. When the workmen get these sixty-day checks, they cannot get them cashed here unless they pay from 15% to 20% discount. Those who cannot get their checks cashed here at the above discount send them to San Francisco, and when the sixty days expire this company will not pay them for months; then there are thousands of dollars of sixty-day checks belonging to the laboring men in San Francisco. Now they have been due since last September, unpaid. Last summer this company had about one hundred head of old bulls, which they have been working for years, hauling logs with them in the woods. They commenced to use machinery for getting out their logs. They then killed their old rotten bulls, and fed them to their laboring men in the woods. Every man in this section will tell you this. Men who worked in the camps at the time tell me they went months without eating meat—they could not eat it. This is the condition of things here. I can't begin to write and give the exact status of affairs. If I have heard one laboring man in the last six months, I have heard five hundred say they only wished you knew how things are going here.

Yours very truly,

FORT BRAGG, MENDOCINO COUNTY, CAL., May 14, 1896.

MR. E. L. FITZGERALD, *San Francisco, Cal.:*

MY DEAR SIR: * * * There are in the neighborhood of three thousand laboring men employed here by corporations. It would be impossible for me to state how badly the laboring people are imposed upon by these corporations. By your coming here and giving this matter thorough investigation, I know that you will be more than surprised. The laborers work here for eight and ten months, and never get a dollar from the companies, but get a sixty-day draft for their services, and at the expiration of that time have to discount their checks at 10% and 15% before they can get their money. Those who are not fortunate enough to get a discount to take their checks at the above discount stand around the streets with the checks in their pockets, and the last resort for them is to go to the corporation store, and there they are given clothing, etc., for their check, and charged three times more for their goods than any other stores would if the unfortunate laborers only had the cash to pay for it.

Now, I have not begun to "open your eyes" in this matter, and when you have thoroughly investigated you will be more than surprised to find the laboring proposition in the condition it is in to-day in this vicinity. The Union Lumber Co at this place is the largest corporation of its kind on this coast. There are in the neighborhood of 500 men employed by this company; there is also, a few miles from this town, a lumber company known as the Pudding Creek Lumber Co., and they employ about 200 men. Their system of paying off their men is a little better than the other companies, for the reason that they issue thirty-day checks and pay them when due, but do not treat their men right, because they only half feed them, and pay them little or nothing for their services. The Gualala Mill Co., L. E. White Lumber Co., Albion Lumber Co., Casper Lumber Co., and Usal Lumber Co., all of which are situated on this Mendocino coast, issue sixty-day drafts, impose upon their laboring men, pay them when they get ready, and mistreat them in every respect, and, as I stated before, in all there are about three thousand of these poor unfortunates. You wish to know if there is a Justice of Peace here in Fort Bragg. Yes, there are a Justice of Peace, Constable, and Marshal. When you are ready to make the investigation, in my opinion, Fort Bragg is the place for you to make the start, as it is the largest place and there are more men employed here.

It would not be a good idea for you to come here before July. In regard to you sending a petition here to be signed by those who are interested in this matter, you can send me the petition, and I will pick out a good man to circulate it.

Yours very truly,

While the foregoing facts furnish a statement of the condition of the laborers in this district, they do not show to what extent the small means gained by the honest and faithful toiler are attacked by governmental necessities, in addition to the amount he is deprived of by the company—the governmental necessities appearing in the shape of: poll tax, \$2; road tax, \$3; county hospital tax, \$1. In this instance a total month's work resulted in a profit to this individual in the munificent sum of \$1 96, revealing a further condition not hitherto mentioned. The company, after hiring this man to work at \$20 per month, paid him only for the days actually employed, charging board, etc., for full time; thus it will be readily seen that when the laborer enters this employ, like entering the penitentiary, he leaves hope behind, and is compelled to take what it becomes the pleasure of the employer to give him. If he escapes with his life he is lucky, as the casualties in this perilous employment are many, and often of a fatal nature. So much for the poor fellow who has no one to appeal to and no redress, as in his condition, without funds, the courts of justice are not his haven. Having no money to prosecute a suit, nor the cost of maintenance pending a settlement of one brought, the employer holds the master cards, and the oppressed laborer is turned adrift, with humanity against him, to seek a livelihood wherever fortune or ill fortune may guide his footsteps.

STATE OF CALIFORNIA, }
City and County of San Francisco. } ss.

Joseph Brier, first being duly sworn, deposes and says: That I was sent up to Mendocino County, from Crosett's office, on Sacramento Street, to work for the Union Lumber Co. at their logging camp, about 10 miles from Fort Bragg. I paid \$1 50 for the job

and was told that I would get \$20 per month and found; I was given the job at Crosett's office on the 3d day of April, 1896. I left Mission Street wharf the same afternoon and arrived at Fort Bragg the next morning; I got out to camp during the afternoon and went to work on the morning of the 5th of April, 1896. I never left camp for a full month and worked every day that they would allow me during that time. On the morning of May 5, 1896, I asked and received my time-check; I drew three dollars' worth of goods at the store during my month's stay, and that was deducted from the check; the clerk informed me that I could have the check cashed at the company's store in Fort Bragg. I accordingly presented my check at the store in Fort Bragg and in return received two receipts, amounting to \$6 and \$1 90—that was all I received for my month's work. The company only pays out a time-check once in every three months, and then each man has to send the same to San Francisco, at his own expense, and will have to wait for sixty more days before he gets any returns. If he does not wish to wait he can sell his check at Fort Bragg at 10% discount on the dollar. All this is not told you at the employment office, or that you will have to wait five months before you get any pay, or that the work is very dangerous, and that many men get killed or crippled every year. I myself know of four men getting seriously hurt, and one getting killed, in one week.

(Signed:) JOSEPH BRIER,
691 Thirty-second Street, East Oakland, Cal.

Subscribed and sworn to before me, this 13th day of May, 1896.

(Signed:) C. L. DAM,
Deputy Labor Commissioner.

"AN EASTERN MAN'S ADVENTURES IN THE FORT BRAGG WOODS."

While not wishing to chastise any one unjustly, at the same time I should like to call the workmen's attention to a few facts that I have learned from my own experience. And some of them are: If you value your time, your life, or your rights, as an American citizen, stay clear of the Union Lumber Co. at Fort Bragg. In the first place, they want a man to work twelve hours for a day's work, on wages ranging all the way from 76 cents up to \$1 34; but in order to get the best wages (or \$1 34), a man has to be able to run a steam skidder, keep it in repair, and do his own firing, and then, for an appetizer for breakfast, it is quite necessary for him to get up in the morning at 4:30 and start his fire so he will have steam by 6 o'clock, their regular starting time. After all that is done, if you should go to Fort Bragg, it might be well for you to bring back a little whisky for the foreman (Mr. Wiley), as it acts something like an insurance policy on your job, for as long as the whisky holds out you are sure of your position—but woe be unto the man that comes back without it.

When dinner time comes, one of our native sons (John Chinaman) comes out with a horn (that some poor old ox has been robbed of, after he got so feeble that he could not stand the hardships of the company any longer), and blows a blast that causes the blood in the fellow oxen's veins to run cold; for, should he happen to make a misstep and injure himself so he could not work, these 180 men that are being called to dinner would be picking the meat off his bones inside of twelve hours. When it comes to the sleeping part, if you have not your own bed complete, you are not in it. All that is provided is a board shanty, and they take particular pains to have the boards far enough apart so there is no need of windows; for bedsteads they have provided little wooden boxes with straw in them, the same as I used for my dog. A pile of sand in the middle of the floor, with a hole cut in the roof directly above, constitutes the fireplace—and you have what they call the "Union Lumber Company Building." They also have a fine system of paying every three months. As regular as the time comes you get a sixty-day sight-draft, whether you need it or not; or, in other words, you get a written guarantee that there is so much coming to you that you cannot get until sixty days from date, unless you will sell it at a discount of from 7% to 10%. But, to cap the climax, they took \$6 out of what was coming to me, and I don't know what it was for—they said it was for taxes, but I would as soon believe it was to buy fireworks for the Fourth, as I never saw a tax collector, and was never asked to pay any taxes, or even told how much they would be if I was assessed.

If that is California's law, allow me to congratulate the lawmakers on their success of dealing out justice and freedom; but I am glad I got away alive, for there were two men killed while I was there, and five crippled, and some of them crippled for life.

Yours very truly,

(Signed:) C. I. SMITH.

This flagrant injustice has been repeatedly condemned by the press, but as yet the proper impetus has not been directed to a remedy of the curse.

The Fort Bragg "Advocate" of May 6, 1896, prints the following:

ROCKPORT ITEMS—THE LABOR SITUATION, AND METHOD OF PAYMENT.

ROCKPORT, April 27, 1896.

The mill at this place commenced sawing last week, but so far has not run up to its usual capacity. Probably when the crew becomes acclimatized they will make a better showing. No Chinese are employed, for the first time in the history of the place, and the Chinese help in the hotel kitchen has also been substituted by white labor.

A friend from the interior writes to inquire what the conditions and prospects of the workmen are on the coast, and as the information is of more than local interest, I ask leave to trespass beyond my usual brevity. With regard to Rockport, I would say that, judging the future by the past, and speaking both by observation and experience, there is very little inducement for any self-respecting man to come here, unless he is willing to leave all his earnings in the company's saloon and store at prices which would make a 49'er blush. Should anything of his earnings escape the rapacity of barkeeper and storekeeper, he receives a sixty-day draft on the 15th of each month; this he can take home and frame and hang it up to remind him of all the hard licks he put in to acquire it, for it is about as negotiable as a Confederate greenback, without possessing any value as an historical relic. At the end of sixty days he can take it back to the bookkeeper, who will take about ten days more to exchange it for a draft on some bank down below the Mason and Dixon line. If by this time the bank is still in existence and the cost of collection don't eat it all up, he gets his money. A man would naturally think he had some title to his money by this time, but no. Should he object to paying a dollar for a pair of 40-cent overalls, or 10 cents a pound for sugar, and patronize such enterprising merchants as Shafsky Brothers, he will quickly find himself upon the retired list, no matter what his capacity is, and get blacklisted the coast over in the bargain, and it is about time for Labor Commissioner Fitzgerald to look this up.

This end of the county is overrun by unemployed men at present—men who are willing and able to work, but cannot get it. Interior residents who contemplate a visit to the coast please make a note of the above facts.

The failure of the De Haven mill to operate is also a large factor in the matter.

H.

As a remedial measure, I have prepared a bill to be presented to the Legislature, which I hope will meet with immediate approval, and this, together with other measures which appear under the head of laws, will have a sufficient beneficial effect, and bring to those in need of same the relief for which they have been so long suffering.

Abuses of this character cannot be corrected instantly, but will take a long time and earnest efforts upon the part of those whose duty is the enforcement of the laws upon the statute books; but energetic and persistent efforts against those who violate the same will, in due course of time, remove from the lives of the laboring men the dreadful curse known as the "Time-Check System."

EIGHT-HOUR DAY.

Section 17 of Article XX of the Constitution of our State provides that "eight hours shall constitute a legal day's work on all public work."

Section 3245 of the Political Code provides that "eight hours' labor constitutes a legal day's work in all cases where the same is performed under the authority of any law of this State, or under the direction, control, or by the authority of any officer of this State acting in his official capacity, or under the direction, control, or by the authority of any municipal corporation within this State, or of any officer thereof acting as such; and a stipulation to that effect must be made a part of all contracts to which the State, or any municipal corporation therein, is a party."

The people of the State have expressed themselves as favorable to this law in the adoption of the Constitution, and in pursuance of this action the Legislature has enacted the foregoing section of the Political Code. I have no comment to make upon it as a law, further than to say I am unalterably in favor of the provision, as I am of the opinion that the best results are gained by a reasonable length of the working time daily, and a limit such as the "eight-hour law" distributes the work equitably to a greater number of persons than though no definite limit were fixed and labor could be required to serve at the pleasure of the employer.

The present status of the law, however, is not conducive to strict enforcement, nor does it carry with it the benefit or accomplish the relief for which it was intended. Being capable of various construction, its intent may be twisted into various shapes to suit the employer, at the expense of the laborer.

"Eight hours shall constitute a day's work." The literal meaning of this clause signifies that one person should not be required to perform more than the stated amount of labor in one day. This provision is disregarded in many instances, and upon the investigation of a complaint the employer justifies his violation of the same by saying that he works his men eight hours, does not require more than eight hours, and leaves the extra time to the option of his labor; that they are permitted to quit at the expiration of this term of service or continue in same, at their pleasure; the further excuse that, as his men are hired and paid by the hour, the matter of eight hours actual work does not cut any special figure in the case, as those employed prefer to work the extra time in order to take advantage of the extra wages earned.

It will be seen that, while this law apparently is intended to fix a time during which labor shall be engaged, it also establishes a standard under which the employer shall operate, and should all contractors faithfully regard its intent, in bidding upon public work, hours of labor and the price paid for same would remove this particular feature from competition, insuring a benefit to labor and a safeguard to contractors, whose object then would be in striving for contracts, not a curtailment in the wages paid labor or an increase in the time of service each day.

I have used my utmost endeavors to enforce the law, and in every instance where I have found a violation of same I have insisted upon its being respected. In many instances contractors have immediately desisted; in other cases they have continued its violation and disre-

garded my instructions, while I have been powerless to remedy the difficulty, owing to the indefinite construction of the said law.

When the contracts upon public work are drawn in accordance with the law, and the stipulation that "eight hours shall constitute a day's work" is incorporated, the enforcement of the law is made easy, as a contractor would rather obey its provisions than take the chances of having to sue for his payment upon a contract, the provisions of which he has violated. This was exemplified in the case of contractors Gallegher and Townley, who built a shed under contract with the Board of State Harbor Commissioners. When complaint was registered with me by the Building Trades Council, the firm admitted to working men nine hours, and when the violation of contract was called to their attention, they immediately consented to abide by its provisions.

I regret exceedingly to record the fact that in some instances those who are sworn officers of the law, and entrusted with the administration of public affairs, as well as making laws, have been violators of this section, as the following complaints will bear witness:

OAKLAND, CAL., August 3, 1895.

E. L. FITZGERALD, *Commissioner Bureau of Labor Statistics, San Francisco, Cal.:*

DEAR SIR: In conformity with the seeming intent of your late circular, Federal Labor Union, No. 5761, desires to call your attention to the violation of Section 3245 of the Political Code of California by Supervisor Talcott, of Alameda County.

We understand very well that you are unable to enforce a "life-line" in wages, but this man not only cuts wages beyond all conscience, he also compels the men working on the roads in his district to work ten hours per day.

He has three methods of putting off committees from organized labor:

First—"Go to hell."

Second—"Each day's work is allotted, and it's no concern of his if the men work sixteen hours."

Third—"The clause in section quoted does not mention counties."

Trusting that you may be able to induce him to see the error of his ways, and in future obey the law, I remain,

Very sincerely yours,

(Signed:) EUGENE HOUGH,
Secretary.

Per order of Union at regular meeting, August 2, 1895.

In proceeding with the above case, I first requested the Attorney-General's opinion upon the law:

SAN FRANCISCO, CAL., August 6, 1895.

HON. W. F. FITZGERALD, *Attorney-General, City:*

DEAR SIR: I have just received the inclosed letter, which explains itself, charging Supervisor Talcott, of Alameda County, with the violation of Section 3245 of the Political Code of California. Before taking any action in the matter I desire to know whether this section relates to county officials? I have read the section and it specifies particular work performed for State government and municipal corporations.

Kindly send me this information at your earliest convenience, and oblige,

Yours truly,

E. L. FITZGERALD.

SAN FRANCISCO, CAL., August 19, 1895.

HON. E. L. FITZGERALD, *State Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: Replying to your favor of the 6th inst., and to your question as to whether Section 3245 of the Political Code, providing that eight hours' labor constitutes a legal day's work, and directing that a stipulation to that effect must be made a part of all contracts "to which the State or any municipal corporation thereof is a party," applies to a county, I am of the opinion that the said section was intended by the Legislature to apply to all governmental subdivisions of the State, and that the term "municipal corporation," as used in this section, includes a county.

In the case of *Babcock vs. Goodrich*, 47 Cal., at page 509, the Supreme Court treated this section as applying to a county.

Respectfully,

(Signed:) W. F. FITZGERALD,
Attorney-General.

Upon the receipt of the above I notified the officer guilty of the violation, and, after waiting a reasonable time for a reply, addressed the following letter to the Grand Jury of Alameda County, with the result that the said violation ceased:

SAN FRANCISCO, CAL., September 4, 1895.

To the Honorable the Grand Jury of Alameda County, Cal.:

GENTLEMEN: I have the honor to hand you herewith copy of letter of Eugene Hough, Secretary of Federal Labor Union, No. 5761, preferring the charge of a violation of Section 3245 of the Political Code of California by Supervisor Talcott, of Alameda County; also, copy of letter from Attorney-General Fitzgerald, of this State, rendering an opinion upon the said matter; also, copy of my letter to Supervisor Talcott, bearing date of August 19, 1895. This matter was duly submitted to Supervisor Talcott, and he has not replied to same.

I respectfully ask your honorable body to take the matter under consideration, and duly investigate same.

I have the honor to remain,

Very truly yours,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

OAKLAND, CAL., August 13, 1895.

E. L. FITZGERALD, *State Labor Commissioner, City:*

DEAR SIR: I am instructed to inform you that the reported infraction of Section 3245 of the Political Code of California, by the Superintendent of Streets of Oakland, Cal., is correct. Would further suggest that in such investigation of the same as you may deem best to make, you should also see if the Board of Public Works is not violating the same section of the Code, in omitting the stipulation that eight hours shall constitute a day's work in contracts for public work.

Trusting that you may be able to enforce the law in this case, and assuring you that this union holds itself in readiness to assist you in all proper ways, I am,

Most respectfully,

(Signed:) EUGENE HOUGH,
Secretary Federated Labor Union, No. 5761.

SAN FRANCISCO, CAL., August 14, 1895.

M. K. MILLER, ESQ., *Superintendent of Streets, City of Oakland, Cal.:*

DEAR SIR: Complaints have been made at this office to the effect that you are violating Section 3245 of the Political Code of California, by requiring men in the employ of the Street Department to work over eight hours per day.

Kindly give this matter your attention and oblige,

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

SAN FRANCISCO, CAL., August 14, 1895.

To the Honorable Board of Public Works of the City of Oakland:

GENTLEMEN: I am in receipt of a communication from the Federated Labor Union of Oakland, which states that the Superintendent of Streets of your city is violating Section 3245 of the Political Code of California, by requiring men who are employed in the Street Department to work nine hours per day. Incidentally, the communication states that it may be well to ascertain that all contracts entered into by the Board of Public Works of the City of Oakland contain the eight-hour clause.

Kindly give me this information at your earliest convenience, and much oblige,

Yours truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

OAKLAND, CAL., August 27, 1895.

MR. E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: At a regular meeting of the Board of Public Works, held on the above date, your communication in reference to hours of labor of street employes was ordered answered, as follows:

In the past the laborers of the Street Department have worked for nine hours per day, but are now being only required to work eight hours per day. All contracts for public work let by the City Council or the Board of Public Works have the eight-hour clause inserted therein, in compliance with Section 3245 of the Political Code of California.

Yours respectfully,

(Signed:) G. C. KAUFMAN,
Secretary.

ALAMEDA COUNTY FEDERATION OF TRADES, }
818 WASHINGTON STREET, }
OAKLAND, CAL., August 22, 1895. }

E. L. FITZGERALD, *Labor Commissioner:*

The above organization instructed me to forward you its thanks in the matter pertaining to the violation of the "eight-hour law." Your activity and wideawake interest in the enforcement of labor laws is heartily commended, and it is the hope of the Alameda County Federation of Trades that you will push your investigation vigorously. Any assistance this body can render in this matter is at your command.

I am, sir,

(Signed:) T. J. GREGORY,
Secretary, A. C. F. T.

Many complaints have been made against the Federal authorities, and have led to the following correspondence:

SAN FRANCISCO, CAL., September 28, 1895.

HON. H. S. FOOTE, *U. S. Attorney, San Francisco, Cal.:*

DEAR SIR: Several complaints have been lodged with me to the effect that laborers on Government work at the Presidio have been obliged to work nine to ten hours per day. While I am fully aware that I have no jurisdiction in this matter, and that the statute governing hours of labor in this State has no bearing in the case, I write this to inform you of the action of the labor organizations, and to obtain information as to whether there is any Federal law governing the hours of labor upon governmental work.

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

DEPARTMENT OF JUSTICE, }
SAN FRANCISCO, CAL., September 30, 1895. }

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

SIR: Replying to your favor of the 28th inst., I have to inform you that there is a Federal law governing the hours of labor upon governmental work, and that the law is found in Section 3738, U. S. R. S., which provides that eight hours shall constitute a day's work for all governmental laborers. Your letter has been referred to the Commandant of the Presidio for information upon the subject referred to.

Yours respectfully,

H. S. FOOTE,
U. S. Attorney.

DEPARTMENT OF JUSTICE, }
SAN FRANCISCO, CAL., October 8, 1895. }

MR. E. L. FITZGERALD, *Commissioner of Labor, San Francisco, Cal.:*

SIR: I am in receipt of the following indorsements on my letter to Gen. Wm. Graham, concerning your communication to me of the 28th ultimo, relative to laborers employed at the Presidio:

First Indorsement.

PRESIDIO OF SAN FRANCISCO, CAL., October 1, 1895.

Respectfully referred to 1st Lieut. J. D. Miley, 5th Arty., for report. To be returned.
By order of Colonel Graham.

JOHN W. JONES,
Lieut. Fifth Artillery, Post Adjutant.

Second Indorsement.

PRESIDIO, CAL., October 4, 1895.

Respectfully returned to the Post Adjutant, with report respecting the rights and obligations of the different parties who may be connected with the subject-matter of the within letter.

Section 3738, U. S. R. S., provides that eight (8) hours shall constitute a day's work, etc. but there is nothing in this section which prohibits an employer from requiring the laborers under him to work more than eight (8) hours a day, provided he pays them for the extra time. This section, according to the interpretation of the Quartermaster's Department, refers more particularly to compensation, and not to a prohibitory limit as to time. In all circulars inviting bids upon Government work, there is a clause enjoining the contractor that he must in general permit his men to work but eight (8) hours a day, except in case of emergency, of the existence of which the Chief Quartermaster is to be the sole judge.

As the circular-proposal is always made a part of the contract, the Chief Quartermaster, or officer under him in charge of the work, whenever he sees fit, can require the contractor to prosecute the work at the rate of more than eight (8) hours a day.

Of course, the laborers are to be paid for the extra hours, and their remedy in case of dissatisfaction is to seek other employment. In private life, as a rule, the extra time is counted as double time; that is, for four extra hours the laborer receives a full day's wages. When the Government is the employer, it invariably, as in the case of extra duty men, etc. (see Army Regulations, par. 169), pays for extra hours at the same rate as for the ordinary working hours.

Contractors on Government work, following the same course, would furnish grounds for complaint, and I apprehend that the present instance is an example, for laborers in general are willing to work extra hours provided they receive adequate compensation.

Laborers, in justice, are entitled to increased compensation for extra hours, but I know of no law, State or National, fixing such compensation, thus leaving the matter a subject of agreement between employer and employé.

J. D. MILEY,
First Lieut., Fifth Artillery.

Third Indorsement.

PRESIDIO OF SAN FRANCISCO, CAL., October 6, 1895.

Respectfully returned to Judge Henry S. Foote, U. S. Attorney, Northern District of California, San Francisco, Cal., inviting attention to the second indorsement hereon.

I am unable to furnish the information of my own knowledge requested by Judge Foote. I have nothing whatever to do with the work upon which these laborers are engaged, nor with their employment. I presume they are working under contracts made by Colonel A. S. Kimball, Chief Quartermaster of the Department, on the part of the Government, and certain contractors, who are responsible, under bonds, to complete the work on which engaged within a specified time.

I do not know whether or not the complaints referred to in the Commissioner's letter have any foundation of fact.

WM. M. GRAHAM,
Colonel Fifth Artillery, Brevet Brigadier-General, U. S. A., Commanding Post.

Respectfully yours,

H. S. FOOTE,
U. S. Attorney.

Throughout the State a wholesale violation of the law has prevailed, and although it has been impossible to personally visit each place, I have enforced this law, through the coöperation of county officials, as far as I have been able.

SAN JOSÉ, CAL., September 16, 1895.

MR. FITZGERALD, *San Francisco, Cal.:*

DEAR SIR: As you are Labor Commissioner, and knowing that you have been taking considerable interest in the cause, I write to you for a little information.

I saw in a recent decision from the Attorney-General, in regard to public work, that the law covered counties and cities also. Now, there are at present two or three school-houses in course of construction in this county, one of which is an addition to the Lincoln School District, a few miles this side of Gilroy, which are carried on under the nine and ten hour system. Now, I contend that the law as applied to cities and counties also applies to districts; others contend that, as the money which builds the school-house is voted by the district, they can work as many hours as they see fit.

There are several contractors in this city who are trying to work the eight-hour system and pay respectable wages, but when it comes to public buildings they cannot compete with the class of contractors who work nine and ten hours.

I am not writing this in the interest of any particular contractor, but in the interest of the eight-hour day, which we are doing our utmost to establish in this city.

Hoping that you will give this matter your earliest consideration, I am,

Yours respectfully,

(Signed:) R. P. SCANLAN,
Vice-President Local Union 316, San José, Cal.

SAN JOSÉ, CAL., September 23, 1895.

MR. E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: In reply to your favor of the 19th inst., I would state that there are three school buildings in course of construction in which the eight-hour law is violated, as follows:

Frank Davis has a contract for an addition on the Lincoln School in this city; working nine hours. Robert Shottenhemer has a contract for a school building in the Franklin School District, outside the city limits a short distance. He claims to work eight hours, but steals from three fourths to one hour per day from the men. I could not ascertain the name of the man who has the San Martin School; he works ten hours, and it is situated about five miles north of Gilroy. As soon as I find out his name, I will let you know.

Hoping that this will meet with your approbation, I am,

Very respectfully,

(Signed:) R. P. SCANLAN,
San José, Cal.

SAN JOSÉ, CAL., October 24, 1895.

MR. E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: I hope that you will not think that we are imposing on good nature by writing to you again for information.

I have been appointed as a committee to place before the City Council, and also the Board of Supervisors has taken the matter up in regard to applying the "eight-hour law" on work done by contractors upon city work, and I thought it most advisable to consult you in regard to it before doing it.

There is a considerable amount of street work in contemplation here; also some sewer work that we wish to find out about definitely, if we could enforce the "eight-hour law" in that as well as buildings. Of course, it does not concern us as much as our own trade, but, as the winter is coming on, and the class of men who perform such work are generally in poor circumstances, and if we could help them along a little it would help us, by keeping a certain class of half-skilled mechanics out of our trade. I had a short conversation with one of the Councilmen in regard to it, and he appeared to be at sea in regard to the "eight-hour law," and would not take any stand in the question at all.

I hope that you will not consider me an agitator, and I would also like to give this letter as little publicity as possible until I find out if we can do anything in the matter.

Hoping to hear from you soon, I am,

Yours respectfully,

(Signed:) R. P. SCANLAN,
San José, Cal.

FRESNO, CAL., November 9, 1895.

MR. FITZGERALD, *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: We are building a high school here with Chinese-made brick, and nine hours' work for bricklayers and ten hours' work for carpenters. Is this not in conflict with our State laws, and if so, can you not, as Labor Commissioner, stop it? I would refer you to Tom Barrett, Colonel Woods, William Maines, Al. Merrill, Trustee George Church, or Trustee J. Galligher, or any of the men working on the building. The contractor has now on the ground 100,000 brick made by Chinamen, and has let a contract for 500,000 more to Chinamen. Can you not stop this?

Hoping to hear favorably from you, I remain,

Yours truly,

(Signed:) W. TRAVERS.

FRESNO, CAL., November 16, 1895.

E. L. FITZGERALD, Esq., *San Francisco, Cal.:*

DEAR SIR: Yours of the 12th received. Mr. Hickox, of Bakersfield, is the contractor on the Fresno High School; James Edwards, of Stockton, is the brick contractor, and a Chinese firm here in Fresno has the contract for making the brick. Every day's work on the school-house up to date has been nine hours.

George E. Church, W. W. Eden, George Monroe, James Galligher, and G. P. Cummings

are the trustees. I would refer you to Al. Merrill, Tom Barrett, Superintendent Downing, Col. Woods, J. Spinney, Swartz & Thomas, Senator Bones. Al. Merrill can give you more information than I can about Edwards' contract with the Chinamen for his brick. All brick in the building and on the ground have been made by Chinamen. If you can send any one here to Fresno and make your own inquiries, you will find that it is facts that I have written you. Al. Merrill can be found working for J. Spinney, ex-Mayor of Fresno. I would have answered sooner, but was out of the city when your letter arrived.

Yours,

(Signed:) W. TRAVERS.

SAN FRANCISCO, CAL., November 21, 1895.

Town Trustees, Fresno, Cal.:

GENTLEMEN: Information has been filed with me to the effect that the contractor upon the new high school is working his men nine hours per day, in violation of the law, which provides that eight hours shall constitute a day's work; and also that the brick used in said building are of Chinese manufacture.

Kindly let me know, at your earliest convenience, whether or not these charges are true.

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

FRESNO, CAL., November 24, 1895.

E. L. FITZGERALD, Esq., *San Francisco, Cal.:*

DEAR SIR: Yours of the 21st inst. is just received, and in reply will say the charge that the contractor on the new high school building at this place is working his men nine hours per day, is true. The charge that the brick used in said building are of Chinese manufacture, is also true.

I am reliably informed that a Chinaman has the contract to mold, burn, and deliver the brick on the ground at \$6 30 per 1,000. Hoping that you will look after this matter and enforce the law, I remain,

Yours truly,

(Signed:) C. J. CRAYCROFT,
President Board of City Trustees.

BAKERSFIELD, CAL., November 24, 1895.

E. L. FITZGERALD, Esq., *San Francisco, Cal.:*

DEAR SIR: Yours dated November 21st at hand. You have been misinformed in regard to carpenters on Fresno's buildings, as I have not compelled them, or ever asked them, to work more than eight hours for a day's work. Although we are working nine hours at present, my carpenters all wish to work an extra hour every day, and get paid for it. It is no wish of mine that they should work nine hours. I pay them extra for the hour they work, and if this is any violation of the law, please inform me, and I will compel them to work accordingly. Please send me copy of the State building laws, and oblige,

Yours very truly,

(Signed:) F. W. HICKOX,
Contractor and Builder.

BRICKLAYERS' PROTECTIVE ASSOCIATION, }
SAN JOSÉ, CAL., November 23, 1895. }

To Labor Commissioner FITZGERALD:

DEAR SIR: At our last meeting I was instructed to write to you in regard to the court-house job that is going on in Santa Cruz. Several of our members went to Santa Cruz to work, but found they were working nine hours a day instead of eight, and they believe that the law for State and county work is eight hours per day. So, by informing me of the facts of the case, you will oblige us very much. I remain,

Yours respectfully,

(Signed:) J. P. THIEL,
Recording Secretary.

SAN FRANCISCO, CAL., November 29, 1895.

To the Honorable the Board of Supervisors, Santa Cruz County, Cal.:

GENTLEMEN: Complaint has been filed with me that the laborers working upon the court house are compelled to work nine hours per day, in violation of Section 3245 of the

Political Code, which provides that eight hours shall constitute a day's work, and violation of said provision renders the contract null and void under the said statute.

Kindly let me know at your earliest convenience whether or not there is any foundation for this complaint, and much oblige,

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

SANTA CRUZ, CAL., December 3, 1895.

E. L. FITZGERALD, Esq., *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: I am directed to answer your communication addressed to the Board of Supervisors of this county in regard to the complaint filed in your office that "laborers are compelled to work nine hours per day."

The Board investigated the matter and found that laborers for the sub-contractors are working more than eight hours per day, and that it is optional with them to do so, being paid by the hour. There is nothing in the contract which authorizes more than eight hours for a day's labor.

Yours truly,

(Signed:) ED MARTIN,
Clerk of the Board.

SAN FRANCISCO, CAL., December 31, 1895.

To the Honorable the Board of Education, Vallejo, Cal.:

GENTLEMEN: Complaints have been filed with me by the carpenters engaged in the construction of the new high school in your city, that they are required to work nine hours per day, in violation of Section 3245 of the Political Code, which provides that upon all public contracts eight hours shall constitute a day's work. I have caused an investigation to be made, which resulted in my securing ample evidence in support of the complaint, and would take the matter into court and enjoin Rountree Bros. from collecting any further payments upon the said contract were it not for the fact that any further delay in the construction of the building would work great hardship upon the citizens of your city, as well as the mechanics engaged upon the work, to whom various sums of money are due. As work has been resumed after a delay of several days, caused by the workmen refusing to work on account of non-payment of wages, and I am only interested in seeing the said workmen receive their just dues and fair treatment, I take the liberty of making the following suggestions to your honorable body:

That the workmen engaged upon the said building be protected by you to the extent that their unpaid and future wages be secured by orders of the contractors, accepted by your Board and deducted from your payments to the contractors, in preference to other claims, for materials, etc. I make this suggestion in order to create a feeling of confidence among the employes, which will result in a benefit, not only to them, but to yourselves in the careful and diligent prosecution of the work.

While I would like to make this a test case upon the violation of the "eight-hour law," I feel that the city of Vallejo would be the greatest sufferer, and that it would not be wise or judicious to prosecute the case under the existing conditions. Should the contractors refuse to conform to the foregoing suggestions, I will be pleased to learn the fact, which will prompt me to take action against them under the statutes.

Sincerely hoping that you will experience no further delay or trouble from the contractors in the performance of their contract, I have the honor to remain,

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

BOARD OF EDUCATION, VALLEJO, CAL., January 4, 1896.

MR. E. L. FITZGERALD, *Commissioner of Labor, City:*

DEAR SIR: Your esteemed favor of December 21st was read at special meeting of Board on January 2, 1896. The Board wishes to extend thanks for suggestions offered, and that the same has been acted upon, and matters seem at present to be adjusting more favorably to the progress of the work.

Very respectfully yours,

(Signed:) J. H. COOPER,
Secretary.

CHICO, BUTTE COUNTY, CAL., March 3, 1896.

MR. E. L. FITZGERALD, *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: My object in writing to you is to gain information in regard to some work

done for a contractor by the name of S. Martindale. Said Martindale took a contract to grade and gravel some streets for the city of Chico, Butte County. T. Martindale hired laborers to shovel gravel, and worked the men nine to nine and one half hours per day for a day's work; paid some of the men off at \$1 40 per day for these hours. Now, is that right? Some could not get any money out of S. Martindale. Therefore, some of the men went and got the President of the Board of Trustees of Chico, Butte County, to cash their orders, said Trustee discounting their pay from 10 to 12½ cents on the dollar. Some have not been paid at all.

We will greatly appreciate any assistance that you may be able to give us in the matter. I am,

Yours respectfully,

(Signed:) ———.

The following named men, and others not signing this paper, will make statements in regard to this matter: F. Morgan, A. Reno, Joe Taylor, U. A. Bial, A. C. Doan, William Doan, W. R. Williams, J. C. Matthews, F. L. Swearingen.

SAN FRANCISCO, CAL., March 4, 1896.

To the Clerk of the Board of Town Trustees, Chico, Butte County, Cal.:

DEAR SIR: The petition bearing the names of nine men who claim to have worked for S. Martindale, street contractor in your city, recites that some of the men employed by this contractor have been paid \$1 40 per day of from nine to nine and one half hours, others had their time discounted by the President of the Board of Town Trustees at from 10% to 12½%, while others received no pay at all. Should these facts be true, the said contractor is guilty of violation of the "eight-hour law," and the Board of Trustees is negligent in its not seeing that the employés of any contractor for public work within your city have been imposed upon.

Kindly send me full facts at your earliest convenience, and much oblige,

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

CHICO, BUTTE COUNTY, CAL., March 6, 1896.

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

DEAR SIR: Your favor inquiring about the complaint of certain laborers who have been employed on street work in this city is just at hand. Replying, I inclose you a form of the official street contract used by the Street Superintendent in this city. I have no record of the contract with S. A. Martindale in my office, as street contracts are not recorded or filed with the City Clerk. You will observe that the blank forms provide for the eight hour's labor per day.

The President of the Board of Town Trustees has not discounted any claims for labor nor had any offered him for that purpose, either at 12½% or any other rate of discount. The work provided for by the Martindale contract is not yet finished, and consequently no assessment has yet been made for it, and I understand that Martindale is not prepared to pay his laborers until he can collect his assessments, and that he has given orders for the amount due, and that in some cases laborers have had their claims for labor discounted by a private person in town here who does a little of that kind of business, but not by any of the Board of Trustees. I am not prepared to say how many hours the laborers worked per day, but I expect that it was more than eight hours. I have heard that the contractor would not pay as much as he does pay if the laborers were unwilling to work more than eight hours a day, and suspect, on a full investigation, you will find that the laborers were willing and desired to work as long as they could to obtain the highest wages. This part of my information, however, is only what has incidentally come to my ears. I have no actual knowledge on the subject, but would be pleased to assist you in any way I can in the matter, and will furnish any other information you may suggest that I have. After the street work has been awarded there is kept no further record of it in my office until the ordinance of acceptance is adopted, so that the information you have asked for would be more fully furnished by the Street Department.

Yours truly,

(Signed:) RICHARD WHITE,
City Clerk.

SAN FRANCISCO, CAL., March 11, 1896.

RICHARD WHITE, Esq., *City Clerk, Chico, Cal.:*

DEAR SIR: Your favor of the 9th inst., inclosing copy of street contract, came duly to hand. From your statement in the matter I don't see that I can take any action further than to notify the contractor (Martindale) to work his employés not to exceed eight hours per day.

I sincerely hope that you will call this matter to the attention of the Board of Trustees and have them take action, in compliance with Section 3245 of the Political Code of California.

Thanking you for your prompt reply to my communication, I remain,

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

CHICO, CAL., March 12, 1896.

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

DEAR SIR: Your favor of the 11th at hand. I will, at the next meeting of the Board of Trustees, call their attention to the matter, and to the section of the Political Code to which you refer; but I think it is their desire that the laborers on public work in this city should be protected as far as their powers confer any right upon them in such cases.

Yours very truly,

(Signed:) RICHARD WHITE,
City Clerk of Chico.

JAPANESE LABOR.

The passage of the Chinese Restriction and Exclusion Act in 1882 placed a quietus upon the importation of coolie labor to California, and up to the present time the fruits of said restriction have been enjoyed by the labor of the State. The removal of the injurious rival increased white labor's chances for earning a livelihood, and to a large degree benefited the aliens already here.

The prohibition of this immigration removed to a large extent the competition in labor in the interior, and the employment during the harvesting season was opened to the whites; the Chinese, as they became educated, exhibiting an enterprising and progressive spirit, abandoned the idea of working from season to season in one employment and another, and devoted their attention to industries in which they have become proprietary, such as mining, farming, the cultivation of vegetables, etc., by leasing their ground and hiring their fellow countrymen to do the cultivating, either at wages or on shares. As the diverse opportunities presented themselves, these aliens withdrew from the work of farm laboring and fruit-packing, their number constantly decreasing through their return to China, so that at the present time the competition of Chinese labor is a thing of the past, and, although some are still employed in the above-mentioned pursuits, the impending danger of Chinese labor has been removed and the workingman of California now has little to say and less to fear from its competition. Moreover, as a result of the Exclusion Act, the Chinese who were residents of California at the time, having become educated to their environments, fully appreciative of their abilities, no longer remain the personnel of cheap labor, but set a definite figure upon the same, which places them on an equality in the amount of pay required for services, thus restoring to white labor an open field for employment at regulation wages; this has so far been the case that many industries that have been in the past almost wholly operated with Chinese labor are now entirely in the hands of white labor—the Chinese refusing to work at the figure that the whites receive.

The Chinese in all branches of service have placed such figures upon

their labor that to-day, as a class, they receive more for their work than any other race. This condition is particularly manifest in domestic service, where wages have increased from 50% to 100%. In cities the Chinese population is now confined in labor to domestic, manufacturing, and proprietary industries; in the country to mining and farming, and to a small extent in labor upon farms and orchards.

Where heretofore all railroad construction, the digging of ditches and construction of canals, were almost entirely in their hands, to-day white labor is given the preference.

While the Chinese are denied these various avenues of profit, they seem to do as well in others, as their industrious and sagacious natures lead them into other pursuits. Upon the removal from the competitive field of this class of labor, our white citizens for a time were secure, and, although the field was slowly surrendered to them and the results of the prohibition to Chinese immigration gradually improved their chances, another pest in the shape of cheap labor followed closely upon the retreat of the Chinese. This latter class of labor, the Japanese, has crept in so easily and so gradually that its danger up to one year ago was not given more than passing notice. The daily press from time to time would call attention to the arrival of Japanese laborers, but they would quietly move to the farming and fruit-growing districts, and beyond this they attracted little attention until the white labor which had been in the habit of obtaining employment throughout the interior was confronted with an appalling condition, in traveling from place to place, seeking employment, and were refused same, while gangs of Japanese were busily engaged performing the work that they had hitherto been given.

The receipt of information of this character from all districts, coupled with the fact that every trans-Pacific and Victoria steamer arrived with its quota of immigrants, led to the consideration of the question, and no better evidence of the extent of the Japanese influx could be presented than that which meets the eye of every one who goes through our thoroughfares and observes the numbers of them to be daily seen here and there; where a few years ago Chinese were as "thick as flies," to-day they are comparatively few, and their places have been taken by these new foreigners, who are to be seen in number wherever one may go. Nearly every prominent business thoroughfare has its complement of Japanese fancy stores, where stocks of bric-a-brac, rugs, matting, etc., are displayed, or the little shop where the bamboo furniture is manufactured, which industry is assuming gigantic proportions. The arrival of every steamer brings its number to increase our already healthy supply.

This state of affairs led to an examination into the subject; and with a little inquiry I found that among the hop, beet, and fruit producers and packers the employment of Japs had become very general, to the exclusion of white labor; at the same time, numerous rumors of the wholesale importation of these foreigners under contract, in violation of the United States labor law. I interviewed the United States immigration officer upon the subject, and, finding him of the same mind, we decided upon a thorough investigation of the matter, which was held at Pleasanton, Vacaville, and San Francisco.

While the testimony taken during the investigation is not printed in full herein, reference is made from time to time to the evidence adduced, giving names and testimony of witnesses.

RESULT OF INVESTIGATION.

The humble and industrious farmers who till the soil in Wakayama, Osaka, and Hiroshima, the districts which produce the major portion of the immigration to this country, year after year perform their task at wages of from 25 to 40 sens per day, living in their careful and frugal way, and are apparently satisfied to continue in the same way indefinitely, until their attention is called to the opportunities for gain in the United States which are presented to them, through either their fellow countrymen who have visited this country or correspondence from their friends here, giving a glowing account of the many ways of betterment to be realized through migration to California. Comparing their conditions where there is only a living at best to walking through the garden of wealth, where it "rains gold," and money is to be plucked from the trees, the native of Japan soon becomes restive, and resolves to go to that country where the slightest efforts bring such a bountiful return. To accomplish this end, a certain amount of money is required; therefore, the immigrant turns into money anything he may possess, mortgages his farm at a rate of 15% interest per annum (which rate, according to the testimony, has increased 5% since the war), borrows from relatives, or obtains the necessary funds in any possible manner—and here it may be said that the testimony adduced does not explain the way the money necessary to pay transportation expenses is provided, leaving the inference that assistance in the undertaking is derived from their countrymen here, who desire their services and make the necessary advances.

Equipped financially for the trip, the immigrant then leaves his native heath for the point of embarkation, which in cases is a distance of hundreds of miles. Arriving at this point he puts up at a hotel, where he meets others who are journeying the same way. The hotel proprietor exercises a paternal influence over him, at a certain cost, through other agents provides for him a certificate of an emigration society recognized by the Japanese Government, which said society, under the terms of its contract, exercises a certain care over the immigrant. His expenses to this point have been his coasting or land expenses from home to the point of embarkation, the purchase of blankets, basket, and utensils for the voyage, his hotel bill, a sum varying from \$7 to \$17 paid to the emigration society, 50 cents for his passport, and \$50 for his passage—here he has the option of two lines of steamers: the Canadian Pacific, whose steamers ply between Japan and Victoria, or the Pacific Mail and O. O. steamers to San Francisco direct.

Beyond the amount of money above stated, there seems to be a rule followed by all immigrants, and faithfully observed, that it is necessary to be in possession of \$30 upon arrival in San Francisco; this, added to that already expended, equips the immigrant for his advent to the new fields. Should he proceed to Victoria, upon arrival at that point he is examined by the United States immigration officer, and to him is issued a card which entitles him to admission to the United States. (The method of handling immigrants at this port will be hereinafter more fully discussed.) Should he proceed directly to San Francisco, he is examined by the authorities, and if in his case no violation of the immigration laws is found, he is allowed to land. The cases of deportation are extremely rare, as the immigrant generally answers the questions of

the authorities to their satisfaction, so well are they schooled in Japan prior to their departure. Upon landing, the immigrant finds his way to one of the several Japanese hotels in San Francisco, directed to the same either by friends or by following secret instructions which the investigation has failed to disclose. He is then ready, after a short rest, to go to work; this he has no difficulty in finding, as he is almost immediately shipped to the producing centers at Pleasanton, Sacramento, Vacaville, Winters, Biggs, or Fresno, through the intervention of a boss, who takes complete charge of him, puts him to work under a contract which the boss has with the employer, collects his wages earned, and, after deducting subsistence and other necessary expenses, pays the immigrant.

The foregoing is the simple outline of facts descriptive of the immigration of the Japanese farmer to the United States.

While the immigration from Japan comprises persons of nearly every station in life, the class which has directly received attention has been the poorer or laboring element, although great numbers have come to the United States for the purpose of education and personal advancement; others have come to enter domestic service and become proficient in industrial pursuits. My attention has been turned more particularly to the former, or laboring class, as in the immigration of this class has arisen the question of wholesale competition with the unskilled labor of this country.

Having briefly outlined the immigration of Japanese cheap labor to this country, I will now take up the various features of this immigration and enter more fully into the details of the same, using the facts and statements presented during the investigation.

The U. S. Census of 1890 reported the Japanese population of California at 1,224, which fact shows that the immigration was so slight, and the arrivals and departures so small, as not to be regarded of especial import. Since 1890, however, and more particularly after the close of the late Japanese war, an impetus has been given to this immigration, undoubtedly through industrial depression in Japan. At the conclusion of that strife, and considering the handsome inducements presented in the producing districts of California, the Japanese farmer, whose efforts have been directed to the production of wheat, millet, sorghum, Indian corn, beans, buckwheat, potatoes, rape-seed, indigo, tobacco, sugar, and lacquer, at a per diem of from 25 to 40 sens (12½ to 20 cents in United States money) and "find" himself, learned that in California his same efforts would bring him a revenue of \$1 per day, or an increase of from 500% to 800%; and, although his cost of subsistence would greatly increase, to the amount of 20 cents per day, equal alone to his full wages per diem in his native land, his revenue would then amount to from four to seven times that received in Japan.

Just how these inducements are offered, the investigators have been unable to determine, as the testimony showed, with one exception, that the only communication was by letter or through the personal interview with those who have formerly worked in this country.

Furthermore, another matter which remains as yet unexplained is the manner in which funds covering the expense of immigration were provided, as, against the necessary 200 yens, or \$100 United States gold coin, required to meet same, a careful analysis of the testimony given showed that witnesses, at the rate of 7½ to 12 yens per month, out of which

they paid their subsistence, would have to save the entire product of their labor for from one to three years to meet the expense. Their answers to questions relative to this matter were evasive, and when in a corner they would usually bring in the assistance of a relative, or endeavor to show that they were land-owners and raised the deficiency by mortgage, testifying to the payment of the interest of 15% per annum, a war rate, which was an increase of 5% to 7% over that charged prior to the war. At this point it was impossible to bring to light any facts tending to prove collusion between the farmer in Japan and the contractor in California.

While no specific contract can be found, this recapitulation of facts proves that, of necessity, funds must be advanced on a large scale for the transportation of Japanese coolies to the United States, and that the organization cannot be one solely between hotel-keepers and bosses.

The figures—12½ cents a day, out of which the farmer finds himself—are not even the lowest; for Sato, who is undoubtedly an energetic man, and, despite his inclination to drunkenness, a more than average specimen in energy of his race, said that he worked for seven years for his board and clothes (after reaching maturity), and for only three years of his manhood had received wages in Japan, and, not having earned enough to pay his passage, explained that part had been advanced by friends.

To a country where no wages are paid, or where the farmer, out of 12½ cents daily, finds himself, the dollar a day without board is a standing invitation to reach the United States. While the difference of earning power, coupled with the condition of unrest pervading the Japanese people, constitute a standing invitation from the United States, either a strong organization, or a number of such working in secrecy and harmony, must supply the necessary funds for the transportation of country laborers. Of such there is no affirmative proof, but in the very nature of things it must exist. A close organization between Japanese hotel-keepers in Japan and the United States and Japanese bosses in country districts in California has been proven, but it does not account for the great financial fact that they could get all the men required for a few dollars a month from Japan, and have a mortgage upon them.

The contract under which they are brought to the United States may not be contract of labor for a specific employer, but one giving the individual or company making the advance a chattel mortgage over them. The suggestions of Sato to Mr. Platt would appear to point to this being the case. While the average Japanese does not need the stimulus of an agreement to cause him to emigrate, it is in the nature of things self-evident that some one other than himself pays his passage for him.

While no specific contract under which any one individual, or individuals, has been imported to labor for a particular person has been obtained, or while no contract of a general chattel-mortgage nature has been found, it has been proved (Nishihuichi case) that an immigrant who had been in the United States was one of a party that immediately on arrival found work in Vacaville; that it was the understanding of an individual who was well able to judge—Shino, the hotel-keeper—that he was bringing the whole band to the United States to work for him; that he went with them to Vacaville; that while they scattered around the district there he found work for at least some of them; that he knew Nishida, a Vacaville boss, and that Nishida took so much interest in

Nishihuichi's possible testimony that he quit his position as overseer for the day to find out what the Commissioners were doing in regard to Nishihuichi.

The denial of the existence of any contracts of importation is uniform; as Mr. Geffeney well says: "That answer is bound to be made that way." Kishi, being closely questioned, finally said that he knew what was against the law: "That is common property; everybody knows that."

Whether the "emigration school" that once existed exists now is not clearly proved; it probably does not, being in the nature of a superfluity, as, since the change in the Federal Government regulations, the coolie gets all the posting he wants in the steamship office in Japan. Mr. Geffeney shows how futile the work of the immigration authorities on the Pacific Coast is made by the questions propounded in the shipping office at the port of embarkation. Before that time, wholesale deportations had been made; the regulations have made the law practically nugatory.

An instance which is on all fours with the case of Nishihuichi, and which by its analogy corroborates it, is the case mentioned by Downing, the white partner of the Japanese bosses at Pleasanton, that a party of Japanese arrived under a boss at Pleasanton, and, not finding the Japanese bosses at Pleasanton, went on without delay to Sacramento.

✓ The three years' guarantee by the emigration societies is not of employment, but "proper protection," "if the emigrant will lose the way of his living through sickness or some mishaps." Coupled, however, with the fact that conditions in the United States give a standing inducement to the coolie immigrant, it is the complement of the conditions which guarantee three years' work.

The statements adduced lead to the inference that there is a system among the Japanese contractors and hotelmen in this State whereby the men here send letters to the different hotels in Japan; and men in Japan send letters to the different provinces in Japan, and tell them there is employment to be had in the United States, thereby inducing them to come. One man in the party carries a letter of instruction; there is also a letter or postal card by mail to instruct the hotel people that such and such are on board.

Various matters of evidence, such as the capture of such letters of instruction, and the finding of envelopes from which the contents had just been torn out; visits of country bosses and their agents to Japanese hotels in San Francisco; the admission of one hotel-keeper in San Francisco that he distributed his cards in Japan; the gathering up of emigrants at certain hotels in Japan—all point to this inference being the correct one; but behind it is the larger proposition, still undiscovered: What individual or individuals, corporation or corporations, furnishes the money for the transportation of the Japanese across the Pacific, either direct or by way of northern ports?

This summary takes no notice of the specific case of Okubo, to be yet dealt with.

The conclusion applying to the great bulk of the emigrants from Japan is that they come in under some contract by which their passage-money and expenses are advanced. A lesser number comes in under what may be termed the general inducement, and a still smaller number come specifically for trade and study.

ENFORCEMENT OF IMMIGRATION LAWS.

The investigation of the question developed the fact that fully one half of the immigrants arrive by the Canadian Pacific via Victoria; thence to the United States. In landing at Victoria, the immigrants pass through the hands of R. C. Penn, United States Commissioner of Immigration at that point, who is assisted in his labors by a Japanese interpreter and inspector, who is erstwhile the keeper of a Japanese boarding-house. The immigrants who are found eligible are furnished with a certificate in the shape of a card showing the place of nativity, date of arrival, and a general description of immigrant, such as age, height, color of hair and eyes; the said certificate bearing the signature of the Commissioner, and upon the back is stamped the date of inspection.

The details are so meager and the description so slight that the officers at the port of San Francisco have endless trouble in making their investigations.

The following is a fac simile of the immigration certificate issued at the port of Victoria:

IMMIGRATION CERTIFICATE.

[Form No. 1524. Under Dep't Circular No. 156 of 1893.]

U. S. IMMIGRATION SERVICE,
VICTORIA, B. C., April 11, 1896. }

This is to certify that Nahamura Choojara, a native of Japan, who arrived at the port of Victoria, B. C., per steamship Slatchlim, on the 10th day of April, 1896, has been duly inspected and registered, and will be admitted into the United States upon presentation and surrender of this certificate to any customs or immigration officer at the frontier. His description is as follows: Age, 16½ years; height, 5 feet; color of hair, black; color of eyes, black. Remarks: Health good.

R. C. PENN,
Commissioner of Immigration.

And upon arrival at San Francisco the officials are generally confronted with a passport bearing the name of one person and the certificate and description of another, and in some instances a certificate signed in blank, showing the fact that a wholesale traffic in these certificates has existed at the port of Victoria.

The loose methods of the Immigration Bureau at that point making it impossible to discriminate between those who are entitled to admission to this country and those who are not, I therefore deemed it my duty to lay the matter before the Treasury Department, as the following correspondence will show:

SAN FRANCISCO, CAL., June 26, 1895.

— — —, Port Townsend, Washington:

FRIEND — — —: I have been making an investigation, in connection with the Immigration Commissioner, into the Japanese question of immigration and contract labor. Now, from the facts gained, I am led to believe that they are fraudulently landing on us through the Commissioner in Victoria—not that I charge him with being dishonest, but the fact of his interpreter being a Jap is enough to cause suspicion; at any rate, their passports do not suit me.

I would like to take a trip up there and see what I could gather, but it would be necessary to have the interpreter of the Immigration Commission, Mr. A. H. Geffeney, a thoroughly competent and conscientious man, whom the people here place confidence in. I understand such an investigation would come under you or by your order; that is, you could request him to coöperate in the matter—of course, you understand these things better than I. The investigation could be of a secret nature. Let me hear from you, and advise me what to do in the matter.

Mr. Stradley, Immigration Commissioner, is in accord with my ideas, and intends to write you.

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

OFFICE OF SPECIAL AGENT TREASURY DEPARTMENT,
TACOMA, WASHINGTON, July 24, 1895. }

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

MY DEAR SIR: Yours of the 26th ult. did not reach me until yesterday, owing to my absence for the last week in Alaska.

I appreciate what you say about the Jap question, and heartily agree with you that matters seem quite loose as to the manner of their introduction into the United States, in so far as I am advised, and I may say that we have had considerable trouble in this connection. I think an investigation would at least be wholesome in any event.

I will write the Department on this subject in line with your letter, and will advise you of results. I expect to be in San Francisco very soon, and will endeavor to see you.

Yours very truly,

(Signed:) _____,
Special Agent.

OFFICE OF SPECIAL AGENT TREASURY DEPARTMENT,
TACOMA, WASHINGTON, August 23, 1895. }

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

DEAR SIR: Referring to our recent correspondence concerning the coming in of Japanese pauper contract laborers, etc., by way of British Columbia, Puget Sound, etc., I will take it as a favor if you will send me a statement showing the estimated number of all Japanese immigrants arriving in California during the six months ending June 30, 1895, the number of those taken to be contract laborers, the number of paupers, prostitutes, etc., together with an expression of your views, and to the manner in which such contract laborers, paupers, etc., were enabled in the first place to gain admission to United States territory, either by way of Puget Sound or elsewhere.

Any other information in your possession pertinent to this subject will also be gladly received.

Respectfully yours,

(Signed:) _____,
Special Agent.

SAN FRANCISCO, CAL., September 28, 1895.

_____, *Tacoma, Washington:*

DEAR SIR: Your favor of the 28th ult. came duly to hand, and contents noted. The same should have been acknowledged long since, but, owing to the delay encountered in obtaining the statistics required by you from the proper officials, I have been unable to answer until now:

TOTAL IMMIGRATION FOR SIX MONTHS TO JULY 1, 1895.

From Yokohama direct—males	484
From Yokohama direct—females	23
	507
From Victoria direct—males	390
From Victoria direct—females	65
	455
	962
From Victoria—contract laborers	365
From Victoria—prostitutes	32
From Yokohama—contract laborers	390
From Yokohama—prostitutes	18

In using the term "contract laborers," I refer to the farm laborers who have arrived here and have been sent to work in the interior of this State. While I have been unable to establish the proof that any of these persons are or have been brought here under specific contract, I am morally certain that in almost every case they have been encouraged to come here by their countrymen here or some agent in Japan. Their immigration under these conditions is in violation of the Federal law. There is no doubt in my mind that this entire immigration of farm laborers is under "implied contract."

From what information I have received, I am satisfied that there exists a wholesale traffic in passports and cards of admission at the port of Vancouver or Victoria.

From recent information, received through an attaché of the P. M. S. S. Co., I am led to believe that the Japanese Government has undertaken to discourage the emigration of laborers, as I am told that the Government has ordered its representative at Victoria to deport any Japanese arriving at that port without sufficient funds to either embark in some mercantile pursuit, or one who visits America for educational advantages and purposes.

I sincerely hope that you will give the Immigration Bureau at Victoria a thorough

investigation, as I am thoroughly satisfied that you will unearth some crude and corrupt practices which are badly in need of reform.

Wishing you all success in the matter, with kind regards, I have the honor to remain,

Yours very truly,

(Signed :) E. L. FITZGERALD,
Labor Commissioner.

From the port of Victoria the immigrants take passage by coastwise steamers to San Francisco, or cross the sound to the State of Washington, or cross the line at various points in British Columbia, and in that way make their way to California. Many instances have reached my observation through the public prints of bands of immigrant Japanese passing through towns upon the British border with California as their objective point, eluding the vigilance of the immigration officers and arriving in California without passing through the hands of officials by whom the statistics of immigration are reported.

Testimony shows the number of Japanese quartered in hotels in Victoria to be from 800 to 1,000, who are sojourning at that place evidently en route to the United States, and who undoubtedly come here, although the reports of the Immigration Bureau of those arriving via Victoria show a small number of arrivals. According to the testimony of Inspector Geffeney (before the inspection blanks were changed in June, 1893), we were enabled to get evidence against a good many Japanese which would warrant us in deporting them, upon the ground of the violation of the "Pauper Labor Immigration Law"; but in June there was issued a new list, containing a number of questions to be asked by the steamship company in Japan, and there is a sheet for each immigrant to sign. In my opinion, if no other coaching is given, that is coaching enough for them to get through. In view of this testimony, it is reasonable to suppose that at the port of Victoria the immigrants are welcome, when it is taken into consideration that upon landing they become the guests of the Inspector who passes them; and, furthermore, the doors are wide open for all who may desire to come, without molestation or objection.

While no evidence could be found to justify the belief that this labor has been imported under specific contract, the fact remains that inducements have been in some manner extended, showing the field and advisability of their immigration. A very successful factor in this intercourse is the proprietors of the hotels, who, although they claim to have no knowledge of the importation of this labor, certainly have shown, by their testimony, that they were in possession of other information of a very important character, which they have ingeniously concealed, claiming to have no agents or friends in Japan to whom the matter could be entrusted; yet, at the same time, they would know exactly the number to arrive upon steamers, from whence they came, and whither they are to go. As a go-between, the hotel proprietor is an important personage, and as the labor which has been distributed throughout the State has passed his hands, it is safe to assume that he is a principal actor in the importation of it.

The boss Japanese are largely, if not wholly, responsible for the introduction of that class of cheap labor in California. Looking over the field, familiarizing himself with the prices paid to labor, he systematically began a competition which has proven disastrous to the white labor of the State. The denial of the bosses that they received 10 cents per day from their men is uniform; they claim to make a little profit out of the board, or a little extra wages; but white testimony shows a

case where the Japanese boss had 10 cents a day from each man, and obtained 10 cents more from each of them by the fraudulent representation that they were getting from the employer only 90 cents, and not \$1 per day. This is an illustration of the testimony of Matzmura, the Japanese merchant of San Francisco, who, in the interest of his countrymen, appeared before the Commission and testified that his countrymen here were victims of the bosses, and living under bad conditions, both for them and the Americans.

The most astonishing things developed during the testimony of the bosses (which, by the way, seemed manufactured to suit the occasion) were the statements as to the results of various contracts, wherein Sato claimed, in his own statement, to have sustained a loss, after performing three contracts, of several thousand dollars, at the same time saying that his men were paid \$1 per day, and if the necessity required, as low as 54 cents per day on the share system.

The Japanese as witnesses exhibited a most eminent disregard for the truth; although taking oath to tell the whole truth, their statements were so made as to admit of the least objection of their interrogators, and when a contradiction occurred, would evasively excuse it.

The characteristics of the Japanese laborer who comes to this country show that he is unreliable as a worker; that he readily acquires that which is bad and is slow to take up that which is moral. The greatest safeguard to the white employer is that in all producing districts the Japanese boarding-house is maintained; therefore, the boss has no difficulty in having at all times the requisite number of hands, although the personnel of the gang changes from day to day. They are great lovers of drink, as the facts obtained both at Pleasanton and Vacaville showed this lower class of Japanese civilization very partial to our wines and beer.

COMMERCIAL RELATIONS.

Having discussed the immigration of Japanese to this country and its effect upon unskilled labor, let us turn our attention, first, to the effect of the same upon the manufacturing industries of the State, and then to the commercial relations of the countries.

As has been heretofore mentioned, the alien comes to this country to work, to gain a livelihood, to better his condition pecuniarily, and to learn. Many who were examined during the investigation testified that their object in visiting this country was for the purpose of study, but under stress of circumstances were obliged to work at farm labor to maintain themselves until such time as other avenues of profit presented themselves. Others, who had already served in a domestic capacity before reaching California, were awaiting an opportunity to lay aside the tray and hoe to remove to the city and engage in occupations more congenial, and to which they were better adapted. With their keen perception, energy, and enterprise, together with dexterity and imitative faculties, the Japanese are quick to comprehend, and, an art or trade once learned, they become adepts; therefore, to work and learn with them means a competition with not only unskilled, but the highest branches of skilled, labor.

As has been stated, they have taken a mighty hold upon the cheap furniture business, turning out bamboo, cane, and wicker furniture, which is cutting materially into the furniture trade, although the manufacture is not general in that line. The articles placed upon the market,

owing to the cheapness, find ready sale, and displace the like article manufactured by white labor. Thus from one industry they take to another, and now, here and there, may be seen the Japanese boot and shoe maker and repairer, and at the present time the public prints announce the organization of a factory upon a large scale, although this industry for years has to some extent been operated by Chinese—it simply shows the progression and the result of study of the Americanized Jap. The result of the advent of Japanese labor into this latter industry means a competition so strong that the small shoemaker will in a short time be compelled to seek other employment, as the competitive price is from one fourth to one sixth what was formerly paid for the same work.

In the manufacture of cigarettes in the City of San Francisco, one proprietor has twenty-two hands steadily engaged, and gives as his excuse that they are essential to the conduct of his business, as he cannot afford to pay white help, and without the use of Japanese his business would have to be abandoned. In business of packing teas, domestic help, and work about houses and stores, they are quietly, yet effectually, driving the white help out of employment.

COMMERCIAL RELATIONS WITH JAPAN.

According to Ito's history of Japan, Commodore Perry, in 1853, visited Japan for the purpose of opening trade relations, although seven years previous two men-of-war had made the same proposition and had been rejected. Perry's proposition was taken under advisement by a council of feudal barons, and one year later it resulted in a treaty of amity, under which they agreed to supply ships and to protect American shipping through stress of weather, at the same time entertaining a feeling of suspicion in regard to opening commercial relations; however, the governments of Russia, France, and England were accorded the same privileges.

Mr. Harris, on the part of the United States, in 1856, renewed the propositions of friendship, but action was again postponed. In 1858 four ports were open to foreign trade, viz.: Nagasaki, Hakodate, Hyogo, and Nagata—the countries enjoying the distinction being the United States, Russia, England, Netherlands, and France. While the nobles were in favor of this action, it met with objection from the Government officials, and was regarded as a menace to the safety of the country; this feeling gained ground until, in 1863, against the judgment of influential persons, the Government officials decided to close the ports and shut out foreign commerce.

During the interval, the inhabitants along the coast of Japan cherished a hostile feeling to all foreigners, and gave vent to their feelings by firing upon a foreign vessel; for this breach their ports were bombarded by American, British, Dutch, and French men-of-war, and reparation was demanded. Peace was restored upon allowing free passage to foreign ships, and an indemnity of three millions, to be divided proportionally. This indemnity was considered excessive by Japanese statesmen and foreign jurists, and twenty years afterward the American Government returned her indemnity.

The beginning of the Meeji era (1867) marked the beginning of the present era of industrial and commercial progression, as with the open-

ing of the ports to foreign commerce came the evolution of progressive ideas, and to the present time Japan has made gigantic strides in management of all affairs, national and civil.

Her commerce in the last thirty years has increased with the United States alone to nearly \$30,000,000 annually.

Their exports to the United States during the last five years amounted to \$113,676,099, or an average of \$22,735,219; while their imports have been \$9,914,830, or an average of \$3,982,966.

These figures show only the commerce with the United States. Although we rank first in their export trade, we are fourth in their import trade, which shows a marked development in their country, and a thorough awakening to their commercial strength and standing among the nations of the world.

EFFECT OF JAPANESE MANUFACTURE.

The best informed American and European manufacturers, in view of the demonetization of silver, appreciation of gold, and general cheapness of Chinese and Japanese labor, view with apprehension a state of things in a near future which threatens many industries. This state of affairs already exists as regards white labor in California. The European and American manufacturer, under a gold standard, is threatened with a combination of Asiatic cheap labor and cheap silver by which "the Westerners will surely be driven from the field of manufacture." Upon this, John P. Young, of the "San Francisco Chronicle," who has been a close reader of the Asiatic business papers and consular reports for years, points out that industrial effort in imitation of Europe and America proceeded very slowly in Japan for many years; for instance, in cotton manufacture in 1883 there were only (in round numbers) 49,000 spindles; in 1888 there were 88,000 spindles; but between 1888 and 1892 it jumped up to the number of 600,000 spindles. What think you of that, millers and employes of New England and Southern States?

The Yokohama Chamber of Commerce, in 1894, publishes the fact that "Japan is becoming a great manufacturing country, and rapidly advancing to many branches of prominence in the Eastern trade." Not merely in cotton have such enormous bounds been made, but in the manufacture of watches and silks, and in fact of all articles "which owe more of their value to patience and skill than to labor-saving machinery."

And it is precisely under such definition that the work of packing California fruits for the Eastern markets come; and, while white women and boys may be employed in it to a large extent, the rate of their remuneration is regulated by what the Mongolian will work for who comes from overcrowded, teeming lands, "where labor is content to receive its wages in cheap silver, and a very small amount of it at that."

How much, precisely, do they receive in Japan? Investigation by the Commission has shown that the Japanese farming class work for as low as 25 sens, equal in American money to 12½ cents a day, and board and lodge themselves out of that.

The orientals, who formerly gave England, France, and America cause for felicitation that they would be forever importers, are to-day not only importing their own goods, but are manufacturing them, and have become exporters of the surplus, in competition with America and England.

"Every steamer that leaves the port of San Francisco, or sails from a European harbor for the Orient, carries men who are spying out ground for the profitable investment of capital."

If Eastern politicians and manufacturers think a memorial to Congress against unchecked competition of Asiatic labor in California is of no concern to them, let them look at the publications of Yokohama and Chinese ports, and reports of American Consuls, and ask themselves: "When will our turn come?" California to-day feels, not merely among its laboring element, but in the business element dependent upon them for its prosperity, the force of the advance guard of cheap Asiatic labor. And one half of the property-owners of San Francisco can tell how their property is depreciated by Chinatown. The chairman of the Peninsular and Oriental Company has intimated that Chinese labor can produce steamships equal to those turned out on the Clyde.

Quoting from Mr. Young: "Are we to make this fatal mistake of underrating the possibilities of other people?"

Instantaneous photography has lately shown that the Japanese artists knew more about the flight of birds than the Aryan artists; and a fruit-grower at Vacaville finds that the Japanese are "very keen-eyed."

A military expert not long ago claimed that they could sight a gun better than the average white.

"Shall we, because we have achieved success in the domain of invention, shut our eyes to the fact that an idea once given to the world is the world's property, and that the dullest may profit equally with the brightest from the manipulation of labor-saving machines?" To which may be added, the performance of work of a kind that can be learned easily, once that the lines of it are laid out.

"Is it possible that prudent and sagacious people can satisfy themselves by saying that the orientals are an imitative race, and ignore the fact that the plodding imitator may easily displace the brilliant originator?"

"Who that has studied the object has failed to perceive that the Chinese, Japanese, and nearly all orientals are patient and skilled workers, in whom the capacity for living cheaply is the product of centuries of self-denials?"—and of conditions which render impossible the maintenance of the plane of American civilization.

"It is the discovery of this quality which has excited the apprehension of the American workingman and has justified the lawmakers of the country in excluding competitors in whom centuries of hardship and poverty have created the ingrained habit of living on next to nothing;" specifically stated, a farming class finding and lodging themselves on as low earnings as 12½ cents a day, and a parish class still lower down in the scale.

The weaving and dyeing capitalist of Philadelphia (not to mention his employés), to whose sorrow the United States has been flooded with cheap Japanese rugs, has a community of interest with the American suburban, small cottage-owners in the outskirts of Vacaville, who, despite protestations of preference for white labor, cannot get work till all the Japanese and Chinese are busy.

Capital, which has "no bowels of compassion," has already been transported, not merely from Lancashire, in England, to dominate cheaper labor at various points in Asia, India, China, and Japan; it has gone from America to engage in the watchmaking business; and the

silk manufacture, in which American, British, and French have felt competition, is now being followed up with arrangements in Japan for the establishment, on an extensive scale, of the carpet-weaving industry. This, like the cotton industry, may struggle slowly along for years; and then suddenly, like a long-confined, blind fire, leap into something enormous in its proportions. The statement that "the products of British industry are no longer received in countries where they were once welcome," applies already to the American cotton and rug trades, and will soon apply to American watches and American carpets. And a fellow feeling should make the Eastern manufacturer feel "wonderous kind" to the California laborer.

"Princes and lords may flourish, or may fade—
 A breath can make them, as a breath hath made;
 But a bold peasantry, their country's pride,
 When once destroyed, can never be supplied"—

and the American residents of California towns to-day sustain the brunt of the invasion which, if allowed to go unchecked, will lead to a repetition of history so briefly summed up by Goldsmith from what he had seen in his native land. The principle, so to speak, of a small farming class, the maintenance and extension of which have been the pride and strength of countries like France, being driven from their homes, is old; but the illustration of the white race being driven out by the competition of the cheaper Asiatic is new, in this instance. It is satisfactory to the individual who wishes to acquire more acres, and to the money-lender who gives him the capital to add to his estate; but to no other part of the community, whether laboring, business, manufacturing, or professional.

The individual who advocates an unrestricted immigration of the Japanese farming class to-day says, in effect, to his fellow citizens of the country towns: "Accommodate yourselves to Asiatic conditions, or go to the wall."

The profit of this labor goes only to a limited class; "retail prices do not fall concurrently with or proportionately to wholesale prices"; so that, while the California white laborer is out-and-injured, the Eastern consumer is, first, not benefited, and, secondly, has not the market for his manufactures which he would have in a community of white laborers and their families, who would bear with him their share of national debt and taxes, and give him a nation to live in, not a mere aggregation of slaves. That the proposition is not one solely local to the Pacific Coast has been seen from the fact that it has been intimated to white laborers that Chinese shoemakers could be employed at Lynn.

It never struck the employers, in bringing their men to terms, that this could be actually employed against them in contending for the cheap shoe trade of the world in countries outside of the United States.

IMPORTS FROM JAPAN.

Articles.	Quantities.					Values.				
	1891.	1892.	1893.	1894.	1895.	1891.	1892.	1893.	1894.	1895.
<i>Free of Duty.</i>										
Chemicals, drugs, and dyes, n. e. s.: lbs.	1,394,885	1,577,329	1,258,116	804,490	1,222,866	\$63,801	\$347,303	\$302,349	\$184,550	\$219,593
Camphor, crude..... tons	12,763	12,227	8,307	4,777	14,241	168,073	213,776	133,455	62,567	130,968
Sulphur, crude..... tons						30,469	82,387	58,032	99,706	39,267
All other..... tons						19,298	107,244	119,286	81,001	166,423
Hats, bonnets, and hoods, materials for*.....						158,672	89,635	113,993	181,261	136,971
Paper stock, crude..... lbs.	2,569,858	4,070,119	3,709,485	2,716,614	3,850,530	9,198,951	13,120,003	14,791,693	8,065,210	10,322,086
Silk, unmanufactured: raw and waste..... lbs.	39,102,960	38,622,956	39,602,519	37,980,937	36,941,394	5,333,335	5,508,947	5,699,582	5,504,411	4,601,041
Tea..... lbs.						492,049	715,423	1,077,780	1,202,066	1,334,786
All other free articles.....										
Total free of duty.....						\$15,966,638	\$20,134,718	\$22,296,110	\$15,390,802	\$16,951,055
<i>Dutiable.</i>										
Coal, bituminous..... tons	24,466	4,660	4,630	13,206	11,769	\$86,442	\$14,768	\$8,544	\$29,000	\$23,206
Earthen, stone, and china ware.....						296,201	337,339	407,109	335,461	196,021
Flax, hemp, jute, etc.: manufactures of.....						47,265	40,826	64,408	250,334	547,731
Metal, metal compositions, and manufactures of.....						50,771	61,700	92,648	81,124	66,575
Paper, and manufactures of.....						173,605	245,713	310,986	209,259	110,612
Rice, and rice meal..... lbs.	32,184,221	26,162,463	18,208,273	21,538,650	34,251,824	689,742	540,084	824,412	334,356	522,449
Silk, manufactures of.....						1,695,866	2,032,397	3,347,334	2,387,775	4,775,338
Wood, manufactures of.....						65,372	110,192	140,974	135,650	98,158
All other dutiable articles.....						268,276	221,820	460,995	282,781	406,812
Total dutiable.....						\$3,312,560	\$3,655,484	\$5,158,110	\$1,045,720	\$6,744,902
Total imports of merchandise.....						\$19,309,198	\$23,790,202	\$27,454,220	\$19,436,522	\$23,695,957
Imports of:										
Gold.....						\$10,300	\$26,628	\$89,274	\$43,680	\$6,400
Silver.....						8,014	.....	2,407	1,000	2,921

*Dutiable prior to October 6, 1890.

Treasury Department Report June 30, 1895.

EXPORTS TO JAPAN.

Articles.	Quantities.					Values.				
	1891.	1892.	1893.	1894.	1895.	1891.	1892.	1893.	1894.	1895.
<i>Domestic Merchandise.</i>										
Breadstuffs: Wheat flour.....	75,736	38,002	51,886	68,428	93,889	\$321,911	\$179,246	\$193,945	\$211,579	\$245,122
Chemicals, drugs, dyes, etc.....						29,833	29,812	20,514	24,697	31,672
Clocks and watches, and parts of.....						127,970	131,317	114,694	44,452	35,654
Cotton unmanufactured.....	2,406,234	1,574,315	788,242	4,801,595	11,064,859	225,879	132,729	68,423	360,492	806,058
Cotton cloth.....	888,321	84,286	89,052	752,266	1,186,970	36,383	10,330	9,084	42,764	92,590
Iron and steel, and manufactures of:										
Machinery.....						104,261	50,322	104,954	26,104	97,472
All other.....						125,707	147,110	88,314	192,607	321,171
Leather: Sole.....	784,362	625,883	667,682	537,051	1,754,052	174,666	139,384	147,071	115,028	371,479
Oils: Mineral, refined.....	31,053,692	23,807,340	26,922,803	87,332,749	24,636,540	2,894,577	1,812,414	1,724,972	2,226,247	1,656,692
Paraffin and paraffin wax.....	8,217	15,841	1,530,081	1,842,548	1,620,399	255	976	77,824	73,315	63,858
Provisions, comprising meat and dairy products.....						177,670	108,527	68,050	101,312	397,513
Sugar, refined.....	747,271	119,851	135,447	3,150,337	428,353	37,838	5,917	7,173	92,745	12,876
Tobacco, manufactures of.....						198,827	160,571	232,662	170,904	97,702
Wood, and manufactures of.....						44,744	42,912	63,268	31,399	25,649
All other articles.....						313,109	336,715	268,763	267,792	303,734
Total domestic merchandise.....						\$4,800,650	\$3,288,282	\$3,189,711	\$3,981,377	\$4,559,242
Total foreign merchandise.....						7,043	1,829	5,783	5,498	75,475
Total exports of merchandise.....						\$4,807,693	\$3,290,111	\$3,195,494	\$3,986,815	\$4,634,717
Exports of:										
Gold.....						\$33,000				\$500
Silver.....						992,000	\$2,304,369	\$4,150,980	\$3,849,030	4,440,763

Treasury Department Report, June 30, 1895.

GOOD POLICY.

It is good policy for the Eastern manufacturer and business man, and those who draw interest on advances made to him, to support the people who give him a market in California, within the domains of the Federal custom-house, paying the General Government taxation, and otherwise contributing directly and indirectly to his prosperity, and to his pride as a citizen of the great Republic.

To the extent that coolie labor is employed within the United States, to that extent the protected market of the American manufacturer is destroyed; and to nearly the same extent also is the silver circulating medium of the United States withdrawn from circulation in this country and sent to the Orient, without receiving any foreign equivalent or foreign source of profit in exchange therefor.

To show how the Atlantic seaboard needs education on the subject, the "New York Nation," after making some facetious remarks on what the words "yellow peril" refer to, explains that the phrase covers "the fear of a tremendous conflict impending with the yellow race of the Orient. It has come, first of all, in the form of a crushing industrial competition. China and Japan are not extending their commercial treaties for nothing. They are planning to do the most gigantic dumping of cheap goods upon helpless Europe that the world ever saw. With their cheap and inexhaustible labor supply, with their patience, their artistic endowment, their quickness to adopt and appropriate all mechanic arts, who can stand against them? Perhaps the afflicted Europeans will try to repel the cheap goods by force of arms, but that will only bring on an unequal combat with the swarming millions who are even now aching for a chance to overrun Europe. These horrible imaginings will do to furnish an evening's gossip, or evoke editorial wisdom; but the impending ravaging of Europe by the hordes of the East is even less likely to come off now than any time these two thousand years, during which time it has been steadily predicted, but never realized." This journal, which makes summaries of stocks, iron, and railway matters, which has an "eye single" to catering for the wealthy, and assumes itself to be a leader for the maintenance of a solely gold standard, is ignorant of the falling off in business felt by English, French, and American manufacturers and importers from Asiatic competition; already not a mere matter of apprehension, but of actual realization; not a thing to come, but which has come, and is coming, in an increasing degree.

The merchant and manufacturer, with their books to guide them, and the editor who gets his information from every trade—numbers of particular instances—and from reliable statistical sources, are led by precise knowledge and not by "horrible imaginings." Yet the manufacturer and exporter are not so badly off as the Pacific Coast laborer, for, while their own country's market is protected to them, the Pacific Coast laborer has no protection for his labor. Europe is up in arms in the interest of a field for its surplus products, leading the United States in this respect; because, so far, feeling the competition the more keenly; but it is now in order for the white labor of this country to do away with a competition which strikes at them, not in the matter of a market for a surplus, but at their very existence as a civilized Aryan community. English and American manufacturers first felt the competitive sales of

cheap German goods abroad; now they feel the infinitely keener competition of the mills of India, China, and Japan. Consideration of this should lead them to the policy of protecting their own home labor, because in doing it they are simply protecting themselves, and carrying out the old incarnation of common sense regarding whom God helps.

POPULATION.

The publications through the daily press from time to time have caused more or less controversy as to the number now in the State of California, testimony variously estimating the number at from 5,000 to 10,000. Mr. Herman Stump, Commissioner-General of Immigration, according to published report, stated the number to be largely overestimated, and in order to fortify my position I called upon the H. I. J. M.'s Consul, Saburo Koya, and had the following interview:

In the conversation which took place, Consul Koya stated, in effect, that in his report to his Government, made in April last, he had reported upon the Japanese here under three heads: First, merchants and traders; second, students and other occupations; third, laborers. The good impression in favor of the Japanese, caused by the Japanese and Chinese war, might not always exist here so far as the Japanese labor class was concerned, and a collision may come sooner or later between them and the whites. Neither he nor his Government wished to encourage undesirable emigration to the United States from Japan. As far back as April he had reported as to what towns and cities of California offered the best inducements in trade; and also what would offer for freight (consignments of goods?) from Japan. He also expressed his willingness to give all the information that he consistently could, to be used for the purpose of making a report to the Governor of California by the Labor Bureau Commissioner, provided he was not placed in the position of being stultified and misrepresented by the newspapers; and instanced a statement in the "San Francisco Chronicle" (which had compelled him to write a correction), and which was not only not based on fact, but had placed him before his countrymen in a wrong light. He stated more than once that he would give facts; but, after this statement which had appeared in the Chronicle, instead of reading his reports he would prefer to answer a letter containing clear and specific questions. He wished, also, it should appear that he answered these questions for the purpose of a report to the Governor, and not for it to be availed of for the support of any anti-Japanese memorial. With the object specified for which the information was wanted, and the question made clear and precise, he would answer as to any facts. In further discussion, it was understood that any question he did not feel like answering he need not refer to in any letter he might write.

In accordance with his request the following letter was addressed to him:

SAN FRANCISCO, CAL., October 14, 1895.

SABURO KOYA, D.C.L., *H. I. J. M.'s Consul, 1514 Pine Street, City:*

DEAR SIR: In pursuance of a conversation held by Mr. Dam with you some time since, I take the liberty of asking the following information: First—How many Japanese do you estimate that there are in California, British Columbia, in your jurisdiction, and in the United States? Second—What is your opinion of the manner in which your countrymen are admitted to the United States through the Immigration Bureau in British Columbia? Third—What is the general opinion entertained by your countrymen now in the United States relative to increased Japanese immigration?

Furthermore, I would be pleased to have you transmit to me any information pertinent to the subject which you may consider yourself at liberty to give.

I have the honor to remain, sir, yours very truly,

(Signed:) E. L. FITZGERALD.

CONSULATE OF JAPAN,
SAN FRANCISCO, CAL., October 17, 1895. }

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

DEAR SIR: I have the honor to acknowledge the receipt of your correspondence, dated the 14th inst., concerning the number of Japanese residing in various places, and the manner in which our countrymen are admitted to the United States through the Immigration Bureau in British Columbia, etc. In reply, I beg to inform you that, according to my calculation, made in the beginning of this year, there were about 5,400 Japanese residing in this State, and total number of our countrymen under the jurisdiction of this Consulate (at present all States west of the Rocky Mountains included) was about 7,000. As to the number of Japanese in British Columbia and in the United States, I am sorry to say that I am not able to give you my estimation, nor the estimation made by others.

As to the manner in which our countrymen are admitted to the United States through the Immigration Bureau in British Columbia, I am not in a position to discuss the matter, nor am I well informed to give you my opinion upon the subject. Perhaps the United States Commissioner at Victoria, British Columbia, can give you concrete information in regard to that matter.

As to your third question, I must say that I have never made an investigation myself in regard to the general opinion of our countrymen in the United States relating to the increase of Japanese immigrants to this country. It is rather hard to know any general opinion of people when they are so much scattered about as our countrymen in the United States are. Besides, I hardly think there has lately been much increase of Japanese immigrants in this country—so many have returned home since last year. For your reference, I have to add here that, as a matter of history, our Government has never encouraged the emigration of cheap laborers to the United States. On the contrary, I should say they discourage the emigration of such class, rather than otherwise. I am, sir,

Yours faithfully,

(Signed:) SABURO KOYA,
Consul of Japan.

I then addressed the following letter to Mr. Stump, requesting a statement of the immigration for five years past:

SAN FRANCISCO, CAL., May 11, 1896.

HON. HERMAN STUMP, *Commissioner-General of Immigration, Washington, D. C.:*

DEAR SIR: As I am preparing a report upon the matter of Japanese labor in California, I would like to have any data which you may have upon the immigration of Japanese during each of the last five years. I have tried in vain to collect the statistics here, but find that the same are incomplete, and the records are not available.

The United States reports do not make an exclusive report upon the subject, but refer to "Chinese" and "other Asiatic nations."

If you can assist me in the matter, you will confer a favor upon

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

TREASURY DEPARTMENT,
OFFICE OF COMMISSIONER-GENERAL OF IMMIGRATION, }
WASHINGTON, D. C., May 18, 1896.

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

SIR: As requested in your communication of the 11th inst., I have forwarded to you, under separate cover, copies of the annual reports made by this Bureau to the Secretary of the Treasury, in which the following will be found:

Immigration from Japan—

In 1891 and 1892	2,634
In 1893	1,380
In 1894	1,931
In 1895	1,150
Total	7,095

From these figures, however, should be deducted those who have returned, of which I have no data.

I also inclose a report of the Immigration Investigating Commission, which may contain information of interest in the compilation of your statistics.

Respectfully yours,

(Signed:) HERMAN STUMP,
Commissioner-General.

His reply shows the arrivals for the past five years to be 7,095, which, added to the number 1,225, stated in the census of 1890, would give a total immigration of 8,320, less the number who have returned to Japan. In order to show the inaccuracy of these figures, I have but to refer to the testimony relative to the lax methods of the Immigration Bureau at Victoria—the testimony to the effect that vast numbers of Japanese cross the line, eluding the vigilance of Government officials, and the statement of the Japanese Consul relative to “the manner in which their countrymen are admitted to the United States through British Columbia.”

After taking all these facts into consideration, and believing that “he who runs may read,” and the observance of the number to be seen about daily, that the number 10,000 is a very conservative estimate of the Japanese population of California to-day.

While the ever increasing multitude, through its competition, is robbing the white labor of the State of its chance to gain a livelihood, governments stand ready to overwhelm us with an offensive population which will jeopardize the condition to such an alarming extent that, should the intentions of those who are attempting the same become realized, the white labor of California would be placed in a far more serious condition than at the time when Chinese immigration was unrestricted and at its height.

The Sandwich Island Government is now wrestling with a problem which is so perplexing that action upon the same is paralyzed. The Japanese Government is on the verge of demanding enfranchisement of the 30,000 Japanese now numbered among its population, a power which, if extended the right of suffrage, would overwhelm in strength the combined efforts of all other forces. Geographically situated so as to render the immigration of this class the most convenient, its plantations are now operated almost exclusively by Japanese hands, and, with no restriction upon the hordes yet to come, the strained condition of affairs in that Republic augur no future well-being.

As that condition exists in the Islands, whether to relieve a state of approaching disorder, or to open a traffic in cheap labor, advances have been made by a person who seems to be in authority, and in a position to speak authoritatively, to unload all or any part of the 30,000 Japanese upon the already strained condition of labor here. Mr. C. R. Hansen, of this city, during the Japanese investigation, informed us that he had been approached upon the subject, and presented for our consideration the two following letters, which, from their tenor, show them to contain a dishonest transaction, and a desire in a covert way to send Japanese here at the rate of 200 per month, as many as this great State and its adjoining States and Territories could use:

P. O., HONOLULU, H. I., January 30, 1895.

C. R. HANSEN, Esq.:

DEAR SIR: I would be very pleased to hear from you as to the labor market in San Francisco, and also if you could secure work for Japanese whose terms of service have ended at the different sugar plantations here.

The Japanese who are desirous of coming to the Coast would make excellent fruit-pickers, etc., if a contract could be made after they landed, to work for their employers by the season, job, etc., thereby preventing strikes at the busiest time. The Japanese plantation laborer only gets \$12.50 per month, and finds his own food, therefore, he would be quite willing to work on the Coast for that amount with his board added, leaving him \$12 cash.

If you see your way clear to handle these men, I will secure all that wish to come to the Coast. In the event of your sending me a favorable reply, it would be necessary to find a Japanese boarding-house or hotel where they could stay until you needed them. Please be good enough to drop me a line by next mail.

Yours very truly,

(Signed:) H. W. KNIGHT.

HONOLULU, H. I., February 16, 1895.

C. R. HANSEN, ESQ., *San Francisco, Cal.:*

DEAR SIR: Yours of February 8th to hand to-day. As the steamer Oceanic leaves to-morrow, I reply at once. The men I spoke to you about in a former letter will all pay their own passage up, and will have a balance on hand to keep them until you can place them. As to "the number I could get" depends on the success which the first lot meets with. If you can place them with men who will treat them kindly, and start them as fruit-pickers at \$15 per month and board, I can send about 200 per month. It would not do for me to send any more than you could place quickly, because their countrymen who have been in California before them would try to influence them to get higher pay. Another thing: By shipping them up in small numbers it's not likely to create notice, but a big number by steamer might do so. If you see an opening to use these men, let me know as early as possible, and I will fill your orders.

Sincerely yours,

(Signed:) H. W. KNIGHT.

To Mr. Hansen's credit, he informed me that he had written explaining the laboring conditions of the State, and discouraging this immigration. The matter has evidently been abandoned, as the receipts of Japanese from the Islands have been few; but these facts go to show the possibilities of this immigration, if our people encouraged and welcomed it.

Imagine 40,000 Japanese in this State at work at 50 cents a day, "finding" themselves, and the corresponding number of whites, under the present depressed conditions, vainly striving for existence, and the mental picture will present one of bloody warfare.

The foregoing facts clearly demonstrate the difficulties which are brought about through the importation of cheap contract labor without taking into consideration what kind of citizens this pauper labor will make and their ultimate influence over the social conditions of the country. These difficulties are now confronting the Island Government in regard to the labor problem. The development of the resources of this fertile country in the production of sugar-cane, coffee, rice, bananas, and pineapples, together with the other profit-producing commodities for which it is famous, has led to the planters looking in all directions for labor with which to accomplish it, and to that class of labor which, through its cheapness, would yield the greatest revenue. Therefore, the importation of an undesirable contract labor from European and Asiatic countries, though profitable at the outset, has placed a severe stricture upon the future welfare of the government.

The English-speaking population, with its progressive ideas and industrial tendencies, representing the wealth of the country, number about one twentieth of the population. This condition, therefore, complicates any action tending toward annexation or other improvement in the social conditions, from the fact that when the former is proposed the undesirable elements of the population will serve to a great extent to counterbalance the advantages to be obtained by annexation. Thus the

past presents a lesson by which the Islanders should profit, and profiting by past experience should look to a desirable immigration for their labor, such as progressive and industrious Americans with their families, who in the course of time would augment the number of English-speaking citizens and remove the welfare of the government beyond the impending danger of domination by worthless, semi-civilized, and belligerent classes.

The question of annexation at the present time would, if consummated, open the doors of the United States to 30,000 Japanese, 15,000 Chinese, and 14,000 Portuguese of the lower class, now residents in the Islands, and would be met with strong opposition at the hands of labor; whereas, if this foreign labor should be replaced with American labor, imported under favorable conditions, the great objection would be entirely removed, and I sincerely hope that in the near future steps may be taken to accomplish this end.

WAGES OF LABOR IN JAPAN.

Recent developments in Japan, whereby that country has been brought so prominently before the world, make it a matter of interest to learn the prevailing rate of wages paid there to workers in various lines. Consul-General N. W. McIvor makes report to the Secretary of State as follows:

	WAGE RATE PER DAY.	
	* Yen.	U. S. Money.
Carpenters .....	.55	\$0 26
Plasterers .....	.55	26
Stonecutters .....	.65	31
Sawyers .....	.60	29
Roofers .....	.55	26
Tilers .....	.65	31
Matting-makers .....	.50	24
Screenmakers .....	.55	26
Joiners .....	.60	29
Paperhangers .....	.50	24
Tailors, for Japanese clothes .....	.50	24
Tailors, for foreign clothes	1.00	48
Dyers .....	.50	24
Cotton-beaters .....	.35	17
Blacksmiths .....	.75	36
Porcelain-makers .....	.50	24
Porcelain-artists .....	.80	38
Porcelain-artists	1.50	72
Oil-press men .....	.50	24
Tobacco-cutters .....	.50	24
Printers .....	.40	19
Ship-carpenters .....	.60	29
Lacquer-workers .....	.50	24
Compositors .....	.60	29
Saki brewers .....	.45	22
Silk-spinners (female) .....	.35	17
Tea-workers (picking and preparing) .....	.60	29
Tea-firing, male .....	.20	10
Tea-firing, male .....	.30	14
Tea-firing, female .....	.15	07
Tea-firing, female .....	.25	12
Common laborers .....	.40	19
Confectioners .....	.35	17
Sauce-makers .....	.50	24
WAGE RATE PER MONTH.		
Farm laborers, male	3.00	1 44
Farm laborers, female	2.50	1 20
Silkworm breeders, male	4.00	1 92
Silkworm breeders, female	2.00	96
Weavers, female	2.00	96

*The yen is valued at 48 cents.

SERVANTS IN FOREIGN HOUSES.

	Yen.	U. S. Money.
Male	6.00	\$2 88
Male	15.00	7 20
Female	5.00	2 40
Female	10.00	4 80

It is unnecessary to comment on these figures. They speak in thunder-tones for themselves, and the few simple numerals in the above table mean much to the people of the United States. The Japanese are a wonderfully intelligent people, forty million strong. Nearly everything that our own people can do with skilled or unskilled labor they can do at only a fraction of the expense. We shall soon be obliged to meet the workers of Japan in ruinous competition along many lines of production. Two things then become imperative in this connection. We must shut out Japanese laborers from the United States, and our tariffs must be so adjusted as to protect American labor from the equally skilled labor represented by the figures above quoted.

The following correspondence from various districts in the State shows the popular pulse in reference to Japanese cheap labor:

SAN FRANCISCO, CAL., June 3, 1895.

To the Honorable the Commissioner of Labor:

DEAR SIR: Having read with much interest the courageous stand you have taken up in behalf of the white unemployed laborers as against the Japanese and Chinese coolies now so largely employed on ranches in this State, let me assure you that every word you have uttered is true. Although I am a graduate from a University, speak several foreign languages, etc., I have worked on several ranches in the State. Where white men are employed at all, they rarely, except in a few instances, get as good treatment as the Japanese or Chinese coolies. The big ranches are also, as a rule, heavily in debt to this Japanese or Chinese help, and therefore, perhaps, have to treat them with more consideration than the unfortunate white man and brother who often, because, forsooth, he has to carry his blankets on his back, is classed as a "hobo" or "tramp."

Although not speaking from personal experience, I hear from several men that the so-called employment offices are at best but a delusion and a snare, and that a great many employers receive half of the fee which the laborer pays to the agent. Having traveled all over the world, and with a large experience among men of all sorts and conditions, I do not hesitate to say that any employer of labor, in need of them, can get as fine and willing a body of men here in California as anywhere under the sun.

I do not know whether you are aware of the fact that last year Mr. Hatch imported a large body of Indians from Nevada to pick his almonds.

Being at present among the ranks of the unemployed, I will be glad to give you any information in my power to help you along in the gallant fight you are at present waging in behalf of the deserving white men and women of this city.

Respectfully,

(Signed:) GEORGE BING,
533 Sacramento Street, City.

SAN FRANCISCO, CAL., July 8, 1895.

E. L. FITZGERALD, *San Francisco, Cal.:*

DEAR SIR: It appears that perhaps you could accomplish something in the way of checking Japanese immigration by writing a letter to the United States Secretary of State at Washington, calling his attention to the fact that certain people in Japan are regularly engaged in the business of sending coolie laborers here to compete with our working classes, at rates that cause great distress among our people, as well as shipping women here to fill houses of prostitution; that they are thus creating an unfriendly feeling toward Japan and other people; that they are doing so by violating a law, and instructing those whom they send how to do so, by the use of perjury, fraudulent certificates, etc. Now, two things could, perhaps, be accomplished in this way: First—The administration, having this matter thus officially called to their attention, ought to do what they can to remedy this condition of affairs, by instructing an officer to be more strict in the scrutiny of contract laborers, not only in San Francisco, but at all other ports of the country, etc. Second—By making a proper representation to the Japanese Government, it might cause that Government to interfere and check the operations of the people in its own country who are shipping such undesirable immigrants here. The Japanese Government can do many things of that kind that the governments of some other countries could not do, as its powers are greater over its subjects, etc. The publication

of such a letter from you to the Secretary of State might also serve to call attention to the matter in such a way as to lead to some favorable action at Washington and on the part of the Minister in Japan, and probably help to gain California some Eastern support in this contest in favor of our laboring people.

Yours truly,

C. S. CAPP.

LEMOORE, KINGS COUNTY, July 14, 1895.

MR. E. L. FITZGERALD, *San Francisco, Cal.:*

DEAR SIR: Seeing in the "Call" that you are interested in the way the Chinese were doing in regard to labor, I will drop you a line in regard to this county. The Chinese have bought all the large orchards in the vicinity, and some of the vineyards; they promise to pay for them when they sell their fruit; they say they will give women and girls work cutting fruit. One Chinaman told me the other day, when I asked him how much he was going to pay. He said, "Two or three cents a box," which is about five to six and a half a hundred pounds—and wants them to wait till they sell their fruit. In picking pears, they don't hire any white labor in that kind of fruit. I am one of a large family who came down here for work. I offered to work for \$1 25 a day—and board myself—in pears. They said they did not want any white men.

Some San Francisco firm offered the Japanese on W. H. Bourm's place 40 cents a day, and then board themselves.

I would like to be a member of your Bureau, and will answer all questions in regard to labor in this county.

Yours truly,

DAVE BURNS.

FEDERATED TRADES COUNCIL OF SACRAMENTO, }
SACRAMENTO, CAL., August 7, 1895. }

MR. E. L. FITZGERALD, *Commissioner of Labor Statistics, City:*

DEAR SIR: At a meeting held by this Council Monday evening, 5th inst., I was instructed to communicate with you regarding the method in vogue in our local cannery. The management recently published a statement to the effect that they were giving preference to the employment of white labor (men and women), and stated that they were paying a salary far beyond what they actually paid; and though numerous applications have been made, both by white men and women, they continued to employ Chinese and Japanese. In addition to these statements, they curtail a certain amount of credits from the original tags.

I am instructed by this Council to ask you to come up, if possible, and investigate this matter personally; if not, to communicate with me immediately, as something must be done right away. Hoping to receive an early reply, I am,

Yours very truly,

(Signed:) L. REEBER,
Secretary.

SACRAMENTO PACKING AND DRYING COMPANY, }
SACRAMENTO, August 12, 1895. }

MR. E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: In response to your inquiry of the 8th inst., beg to state that we have advertised for white labor and have over three hundred in our employ; for about ten days we had forty or fifty Chinese peeling fruit, rather than let it rot. These Chinese were dispensed with several days ago, and will not be hired again if we can secure enough white labor capable of doing the work.

We have not turned away women or girls of good character, capable of doing good work on fruit. We have turned away men who were not willing to work on fruit—that is, the peeling and pitting; we have also turned away children not capable. We have about thirty Chinese and Japs employed in soldering and processing departments. If you are at all familiar with other canneries, you must know that this is generally the case. When we are pushed with fruit, we start at 6 A. M. and work as long as the women will stay, the last getting away about 8 P. M. The average wages paid is a rather difficult matter to get at. Our work is nearly all on a piece-work basis, but so many of our women are irregular as regards hours that it is next to impossible to give any definite idea. We do not pay big wages, but all that we can afford to pay. We invite inspection, and shall be pleased to throw open our books to the proper persons.

Our attention has been called to articles in the San Francisco papers about on the line of the charges in your letter. We must say that we think it decidedly unjust to publish such statements without hearing both sides.

We understand that the Federated Trades did not take this up, but simply referred the complaint to you; and we should also like to add that we think the source of such complaints should be taken into consideration.

Very truly yours,

SACRAMENTO PACKING AND DRYING CO.

FEDERATED TRADES COUNCIL OF SACRAMENTO, }
SACRAMENTO, CAL., August 13, 1895. }

MR. E. L. FITZGERALD, *Commissioner of the Labor Bureau, City:*

DEAR SIR: On last Tuesday I sent you a communication from this Council, and have not received a reply. I was instructed to ask you to communicate with us, as we have been on a standstill and don't know what to do. I see the evening paper published quite a lengthy denial of the charges in behalf of the cannery people; I also see some articles in the San Francisco papers. I am also instructed to ask you to keep these articles from the public.

Hoping to receive an early reply, I am,

Yours very truly,

(Signed:) L. REEBER,
Secretary.

FEDERATED TRADES COUNCIL OF SACRAMENTO, }
SACRAMENTO, CAL., August 20, 1895. }

MR. E. L. FITZGERALD, *Labor Commissioner, City:*

DEAR SIR: Yours of the 14th inst. was received, and contents noted. The letter inclosed to you is the one addressed to you by the Sacramento Packing and Drying Co. In reply to yours of the 14th inst., would state that we have facts sufficient to prove them falsifiers. If you remember, I sent you a clipping from the evening paper, in which they gave figures as to the possible salaries of these employed while in the cannery. To you he stated that it was impossible to give an estimate on the same. He still has Chinese employed in the department where any ordinary person, from a fifteen-year-old boy up, could perform the duties. Furthermore, we have reliable evidence of a party making application for a situation on work which the foreman (or whoever he was) stated he could only get Chinese to perform; said party stating to him that he was accustomed to such work, and furthermore that wages cut no figure, and was still refused. He then asked for any kind of work at any rate of wages, and was told by the foreman he could not see any possibility of giving him employment. Said party had a witness with him at the time. Parties are at hand that will give various different stories of the way they have been treated.

Hoping that you will give this your earliest attention, and also to keep this from publication until such time as we know what action is going to be taken.

Respectfully,

(Signed:) L. REEBER,
Secretary.

NAPA CITY, August 16, 1895.

Labor Commissioner, San Francisco, Cal.:

DEAR SIR: I beg leave to call your attention to the condition of labor in this vicinity. It is very distressing to see good, honest, industrious Americans, with families, discharged for no reason at all, and Chinese put in their places; yet one of the largest ranches in this community did so a few days ago. Mr. Tool has nearly all Chinese help—only one or two white men, and thirty or forty Chinese. He discharged all the white help, and the Chinese boss was out riding over the ranch, and he made arrangements to supply Mr. Tool with Chinese help. He can have no excuse; it is usually "the drunken white men" that they complain of, but I am personally acquainted with some of his men that he discharged, and they do not drink at all. Last year he had sixty Chinese, and this year I suppose he will have forty or fifty. I think that this should be investigated, and if anything can be done it should be done, because there are plenty of sober, industrious men, with families, that need the work, and must have the work; and, in such cases, I think that if the officials can do nothing the citizens in the community should take it into their own hands and compel Mr. Tool, or any other man, to give the preference to white men and women; and it is the duty of all good citizens to assist to bring about the necessity of their giving the work to white labor.

Respectfully yours,

(Signed:) PRESTON ARMSTRONG.

SAN JOSÉ, CAL., September 6, 1895.

DEAR SIR: A first-class carriage and house painter, who is a veteran soldier and a temperate man, finding it difficult to procure employment in the city, came out into the orchard district to take his chances as a fruit-picker, and found it a very pleasant and profitable occupation for six months of the year, until within the last two seasons.

Then a change came: The Chinese made a cut on our contract prices, and now the Japs have gone away below the Chinese. We were getting \$2 50 a ton for picking prunes; but now we are glad to accept \$2 a ton, while the Japs are bidding for them at \$1 75; and next year the writer expects to see the price down to \$1 50 or less, when we white men will not be "in it," as it takes an expert picker to pick a ton in twelve hours.

Living on a few cents' worth of rice, as they do, and willing to accept four bits a day, as many of them are now doing, unless some check is put to their inroads they are destined to drive, not only the whites, but the Chinamen out of the orchard work in this State.

Should your Bureau continue in existence until the opening of the season next year, it is the intention of the writer to make an effort to secure a crowd of steady men from that source, and come into this district, where he is known as a steady man and conscientious worker, and take contracts on almost any terms, determined to oust some of these Japs, even if we are compelled to fight to obtain that end.

You, sir, can easily assist us in this undertaking. The object of this letter is to ask, if I send you addresses of all those within a radius of six miles of this city who employ Chinese or Japs during the fruit season, will you be so good as to order that a letter be written to the parties of the same tenor as that written to Mrs. Stanford and the hop-raisers?

A line in answer will greatly oblige,
Yours respectfully,

(Signed :) C. E. ELLIS.

The result of the investigation has been extremely beneficial to the laboring people of the State, primarily in reducing the number of immigrants, who, through the publicity of facts developed during the investigation, becoming alarmed at the action taken by the authorities, concluded to stay at home, thereby decreasing the immigration to a minimum; and, secondly, showing to the employers throughout the State the great injustice done to white labor, and the unpopularity of their action toward the latter in establishing, to the satisfaction of the employer, the fallacy of the idea that the Japanese labor was more reliable than the white; and, in explanation of this impression, it can be said that in many instances the employers in this State have been unjustly treated by irresponsible white labor of the tramp class, who have been found to possess a fickleness in work which caused them to leave the job when most needed, their refusal to work being most damaging to the employer when ripe crops were ready for picking and packing.

In order to avoid this condition, the employers throughout the State have been obliged to make contracts with Japanese bosses for doing this work, although the Jap is inately and hereditarily unreliable, and is not to be depended upon at any time. Every large producing district is supplied with a Japanese boarding-house, from which the boss can at any time draw a full complement of men necessary to perform the work; hence, the safety of the crop is not imperiled; furthermore, the Jap "sleeps" and boards himself, and the employer only deals with the boss, thereby saving considerable trouble, as well as receiving the pecuniary benefit of the cheap labor. The result of the investigation, when made public, was received by the people of the State with a marked indifference; some recommendations made were even criticized by the press, outside of the daily newspapers; but it is pleasing to note that, within a much shorter time than was expected, the public sentiment has changed, and the sentiments I then expressed are now realities.

The manufacturing interests are incensed over the importation of articles manufactured by cheap Japanese labor, and the exclusion of Japanese, which I recommended several months ago, now is receiving the attention of our legislators at Washington and the press of the country.

BAKE-SHOPS.

Upon assuming charge of the affairs of this office I looked over the field of my duties in order to select the industry or industries requiring the most needed and urgent reforms. Nothing appeared to me as important as the one which is indispensable to every human being, the one most largely patronized and the one most severely neglected by the public at large, from a sanitary point of view—that of the bake-shops.

I detailed my agents to investigate this particular industry, carefully instructing them to take cognizance of every detail of the work, and to make a thorough and careful report of every place visited. They began with the larger bakeries, whose business is strictly wholesale. Such were found to be in a good condition; one in particular I deem worthy of especial notice. Upon entering the factory and presenting their credentials, they were taken by the manager and shown every nook and corner of the establishment. The factory, from the ground floor to the top; every floor; machine and other appurtenances showed a studied care and neatness. In the packing-rooms were beves of young ladies sitting at the tables, packing in the various boxes the crisp crackers, knick-knacks, or macaroons; the air was pure and refreshing, the floors were white as a man-of-war deck, and everything had an air of wholesomeness. The scene presented a pleasing spectacle to the eye, and one felt reluctant in leaving. In conversation with the manager it was learned that for the many years that he had been in the manufacturing business it had always been a study with him as to what more he could do for the convenience of his operatives, thoroughly believing that attention and care in this regard insured better results from a business standpoint. I understand that this establishment is about to open a hospital annex for its operatives. He also complained that the product of the biscuit and cracker companies of this State is subjected to a competition with goods of Oregon which is damaging to the business, as the goods imported were of a very much inferior quality, and consequently bringing a less price, to the injury of our home institutions.

I am glad of the opportunity to say here that I consider it the duty of every resident of California to patronize the home institutions in preference to inferior importations that in the aggregate prove most expensive, quality considered.

Two extremes: From the exemplification of neatness and wholesomeness, where every hygienic and sanitary condition is studied, and every modern improvement that helps to make the life of the wage-worker more pleasant during the hours of toil, I pass to the other extreme; which contrast denotes, if not a studied condition of filth and disobedience to sanitary and hygienic laws, a supreme carelessness which is, I consider, in many instances nothing short of criminal.

The work of investigation covered the inspection of about one hundred and fifty bakeries, whose operatives numbered variously from two to ten each, which said places were found to be in indifferent conditions. In many places where improvements were necessary, the respective proprietors promised faithfully to make the needed changes; hence, I will not particularize or call by name any of those persons who are inclined to do right and have confessed to carelessness in the past.

However, it may be well to describe one or two of the places where the breadstuffs consumed by the thousands of San Franciscans are prepared: Entering by a precipitous stairway from the sidewalk to a foul-smelling cellar, over which the fat and grease for years had been allowed to accumulate, you proceed to the tables where the bread is made—the operative is a sickly looking man, pale and thin, whose features bear the result of the labor from day to day in this place, which is not fit for the abode of the rat. Here he toils, breathing the odors of the decayed fruit which was too bad to use, and of the neglected eggs which some time before had outlived their usefulness, all now thrown into a barrel near by, whose effluvium vied with the few remaining atoms of oxygen for supremacy. On the right stood an open tierce of lard, half used, which showed the finger nails of the hand that had been used instead of the spoon, which marks showed quite a contrast to the dust which had settled upon the rest. While there I watched the dough, neatly rounded and cut upon the top, and afterward saw it come from the oven, well browned and palatable-looking, giving forth the odor which reminded us of our mother's kitchen—it looked decidedly out of place and inharmonious with its filthy environments. Proceeding a short distance farther, kicking here and there the moulded crusts and decayed fruits—one felt like rolling up his trousers or wearing gum boots for protection—I came to the pastry department, where the lady-finger, macaroon, cream-cake, and the different varieties of pie are manufactured; here and there were the opened and partly used cans of pie-fruit; here, drawers of berries of different ages, and more pale and sickly bakers, who, when interrogated, said they were compelled to work in this grimy place from twelve to sixteen hours per day. Passing on from this department to examine the sanitary condition of the plumbing, we find a broken door partly hiding a closet of ancient design which had refused some time since to perform the work for which it was intended. This feature did not materially improve the already existing model filth, and in disgust, and with a nauseated feeling, I left the cellar.

The proprietor, upon the presentation of the facts, faithfully promised a complete renovation, in order that the product of the place might not carry germs of filth and disease to the thousands of customers supplied by him.

A visit to another place disclosed the following: Entering a cellar that, from a sanitary point of view, quite excelled in filth the former—the rotten boards, in places bearing down under the weight of the body, permitted the filthy water, which resembled in color the contents of a sewer, to exude—passing on from one operative to another, the same pallid expression was noted, until one was encountered whose physique denoted the ravages of scrofula, a sickening sight, busily engaged in compounding the ingredients of sponge-cake or some other like substance. I was astounded, not at finding this individual, as nothing would have surprised me in this place of rottenness; but I was astonished at the manner in which thousands of the residents of San Francisco kept their blood pure after the consumption of this life-destroying, germ-carrying product. The proprietor also promised to make the recommended changes.

These above-described places are among the worst found, and I am quite sure that by this time their conditions are much improved.

To show that there are many bakers who are not insensible to these

horrible conditions, I attach here a letter received by me from the Progressive Bakers and Confectioners:

E. L. FITZGERALD, 215 Sansome Street, City:

DEAR SIR: We desire to call the attention of your office to the condition of affairs in many of the bakeries of this city, feeling confident that an investigation will disclose a state of affairs in many of them neither conducive to the well-being of employers nor to the public health. Many of these shops are in close and foul-smelling quarters, in basements and other unsuitable places, and with neither proper ventilation nor sewerage. The health of the employes is jeopardized by being compelled to work under such conditions, and, furthermore, food prepared in such filthy quarters cannot be pure and wholesome.

We call your attention also to the fact that in many of the shops employes are forced to work fourteen to sixteen, and even eighteen, hours per day, contrary to law. In the interest of all, both employes and the public, we believe that an investigation of these matters should be made.

We meet in this hall every Tuesday at 2 P. M., and should be pleased to give you any information or render any assistance in our power.

Respectfully yours,

PROGRESSIVE BAKERS AND CONFECTIONERS,

Per O. GRASSMAN.

But San Francisco is not alone in the ownership of filthy bake-shops, as I have just received a pamphlet from the Labor Bureau of New York, edited by Mr. Henry Weismann, of New York City, who has been instrumental in bringing facts to light which have caused a revolution in the bakery and confectionery business in that State, and who is devoting his time and attention to the improvement of this particular industry, which has resulted in the promulgation of a pamphlet descriptive of the various shops in New York and Brooklyn, together with laws which are to be submitted to the Legislature of that State for enactment to remedy this evil. I append herewith letters from this gentleman to Governor Budd, and referred to me by his Excellency:

BROOKLYN, N. Y., June 24, 1895.

To his Excellency JAMES H. BUDD, Governor of California:

DEAR SIR: In a recent issue of the "San Francisco Examiner," I noticed that Mr. Fitzgerald and the Labor Department of your State are making serious efforts to effect a reform of the filthy condition of the bake-shops of your State; I also note that you have expressed your sympathy with a movement in this direction. Permit me, therefore, while the matter is pending, to call your attention to the sanitary bake-shop laws enacted by this year's Legislatures of New York and Minnesota—both States where the condition of the bakeries is similar to that of California. These laws are the result of the coöperation of the Bakers' Unions, the Sanitary and Labor Department, the clergy of this State, and a number of reform societies, all of which were most generally supported by the daily press. I send you, by to-day's mail, copies of the laws in question, and also a pamphlet which a few months ago created quite a sensation in this State. It gives a faithful picture of the bake-shops in New York, and from my personal knowledge (having worked in the bake-shops of San Francisco for over ten years) I can state that the same sensational pamphlets may be written about the bakeries of San Francisco without the least deviation from truth; and in behalf of the baking trade of the country and the vast interest of bread consumers, I would kindly ask that you lend your attention to these laws and the conditions that brought them into existence, and I trust that, in the near future, we shall enjoy the honor to class you among the many thousands of American citizens who for the last five years have endeavored to secure to the public, healthful, clean, and wholesome bread, made under conditions that conform to the requirements of an advanced civilization.

Permit me, sir, to sign myself, with highest respect for yourself and the exalted office you hold,

Very sincerely,

(Signed:) HENRY WEISMANN.

This investigation has developed a singular and surprising fact: that the above-recited condition of filth is possessed not alone by the cheaper and remote bakeries, as inspection will prove that the most centrally located, most elaborately decorated, and patronized by the most exclusive

class, while not the worst, are far from being the best, and it is to the interest of the patrons of these high-priced and so-called first-class establishments to give this matter the consideration that their condition justifies, and to cooperate with me in remedying this unfortunate state of affairs.

The want of sufficient funds will prevent my carrying this investigation to the interior cities and towns, but I sincerely hope that the effect of this report will cause a like effect in the different localities of the State, and that, until such time as the State Legislature sees fit to arm me with the proper means with which to prosecute this work, the residents of the various cities will constitute themselves examining boards for the inspection of such places.

The publication of the result of the investigation of the bake-shops of San Francisco attracted widespread attention, particularly of the trades-unions, who appointed two of their number to render all possible assistance in the work of improving the sanitary conditions of the shops.

Presenting their credentials from the German Bakers' Union, Otto Grassman and C. Rode were appointed Special Deputies of the Labor Bureau and vested with the necessary powers to continue the work of investigation.

After two weeks, in which about fifty shops were visited, they reported that, as far as they had seen, the shops had been improved, and with a few minor changes would be considered in good condition.

Bakers' Union No. 51, 930 Howard Street, City:

GENTLEMEN: I noticed, through an item appearing in yesterday's "Chronicle," that it is the intention of your union to make a crusade against unclean bake-shops; also against proprietors working employes seven days in a week. Permit me to state that I heartily approve your action in the matter, and will lend all the possible assistance that is within my power. I also notice that it was the intention of your union to print my report for distribution. In reference thereto, permit me to state that there are many important matters germane to the subject, together with recommendations that I would like to more fully set out, and for that reason I would ask that some of your officers or representatives call at my office before printing the said report, and we can then discuss in detail these matters, which, I think, will be of interest to the bakers and to the public.

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

On May 26th Bakers' Union No. 51 presented the following:

At a regular meeting of this union, held on the 26th inst., the following preamble and resolutions were adopted and ordered to be delivered by Messrs. Thos. Kealey and M. Buckley to Labor Commissioner, and that their services be placed at his disposal:

WHEREAS, Many bakeries inspected from time to time within the past two years were found in a filthy condition, endangering the health and lives of people working in them; and

WHEREAS, Notices given by Labor Commissioner to put them in proper sanitary condition have not been attended to; therefore, be it

Resolved, That Labor Commissioner be requested to take active measures by prosecuting owners of bakeries unwilling to obey the law, and feel assured Union 51 will assist in any way he may consider necessary.

It is also the desire of the Union to be informed what steps, if any, are required to be taken toward securing from the next Legislature an appropriation for payment of extra deputies and expenses of prosecuting parties refusing to keep their shops clean and properly ventilated.

(Signed:) J. J. BARRETT,
President.
M. BUCKLEY,
Secretary.

J. J. BARRETT, Esq., *President Bakers' Union No. 51, San Francisco, Cal.:*

DEAR SIR: In reply to your resolutions, presented to me by Messrs. Kealey and Buckley, permit me to say that I have made a thorough investigation of the bakeries,

and where one year ago many of the same were found in a filthy condition, the proprietors upon the receipt of my orders have caused their places to be renovated and improved so that at the present time the sanitary condition of the bake-shops of this city, generally speaking, is good.

The law empowering me to make this investigation is intended for the benefit of the operative, in order that the principles underlying the preservation of his health be conserved; but there is another question which is of extreme importance, but which, in my opinion, belongs more particularly to the Board of Health—that of the purity and wholesomeness of the materials used in the manufacture of breadstuffs and other articles upon which the public subsists; therefore, I have taken the liberty of referring your communication to the Board of Health, with the recommendation that they depute an officer for the especial purpose of inspecting bakeries and the materials used in the same.

Yours very truly,

E. L. FITZGERALD,
Labor Commissioner.

Upon receiving this resolution I informed the representatives of Union No. 51 of the recent examination of the bakeries, and assured them of the improvement of their condition; but feeling that there were other matters connected with the industry outside of the sanitary conditions of the shops, which it occurred to me the Board of Health held jurisdiction over, I sent the following letter to the Board:

SAN FRANCISCO, CAL., May 23, 1896.

To the Honorable the Board of Health of the City and County of San Francisco:

GENTLEMEN: I inclose you herewith preamble and resolution of Bakers' Union No. 51, relative to the inspection of bakeries of this city and county.

In regard to the same, I beg to inform you that during the past year I have caused an investigation to be made of over two hundred bakeries, and found same in indifferent sanitary condition; where the same was found to be bad, the proprietors were ordered to make improvements, and in obedience to the said orders have renovated and improved their respective places, so that at the present time the sanitary condition of the bake-shops of the city is good, with but few exceptions, and these latter are now being cleaned.

While the law invests me with the power to make investigations of the hygienic conditions of all works of labor looking to the welfare of the operative, it does not require or empower me to examine and report upon the wholesomeness of the ingredients used in the manufacture of breadstuffs and other articles. This latter work, in my opinion, lies within the powers and duties of your honorable body, and I therefore beg leave to submit this communication of Bakers' Union No. 51 to you, with the suggestion that an officer of your Board be detailed especially to examine the wholesomeness and purity of all materials used in the manufacture of these said commodities.

Respectfully submitted.

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

SAN FRANCISCO, CAL., June 5, 1896.

E. L. FITZGERALD, Esq., *Labor Commissioner, City:*

DEAR SIR: Your communication dated San Francisco, May 23, 1896, and inclosing resolutions from the American Bakers' Union of California, No. 51, was submitted to the Board of Health at its meeting held on June 3d, and the Secretary of the Board was directed to acknowledge receipt of same, and to inform you that the Board has had the matter under advisement for some time and contemplate the appointment of two inspectors of bakeries, and are now taking the necessary steps toward the obtaining of adequate appropriation for said purpose from the Board of Supervisors.

Respectfully yours,

(Signed:) EDMOND GODCHAUX,
Secretary.

SAN FRANCISCO, CAL., June 8, 1896.

J. J. BARRETT, Esq., *President American Bakers' Union, No. 51, San Francisco, Cal.:*

DEAR SIR: In response to my communication to the Board of Health of this city, in which I submitted your resolution, I have received a letter from them, through its secretary, informing me that the Board has had the matter under advisement for some time, and contemplates the appointment of two inspectors of bakeries, and is now taking necessary steps toward the obtaining of an adequate appropriation for said purpose from the Board of Supervisors. Hoping that their efforts may be crowned with success, I have the honor to remain,

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

The baking industry shows a most neglected condition of affairs, as far as the labor employed in same is concerned, and thoroughly proves the fact that the hours of labor required by employers are not voluntarily reduced, although in a few cases humane employers have made the lives of their operatives more cheerful by so doing. Although there are in existence Bakers' Unions whose object is the reduction of the hours of the working day, they are not sufficiently strong to demand this boon and raise the craft from the unfortunate condition of overwork, and to force employers to respect a regulation which means beneficial results in a business way and happiness and needed rest to those engaged in its irksome toil, as other unions have demanded and received through a stronger position.

In this industry, above all others, should sanitary and hygienic regulations be enforced. No other industry presents the same conditions or carries with it the life of drudgery that this one does. The miner, who performs his work hundreds of feet below the surface of the earth; the operative in the rolling mill, who handles the heated metal; the operative in the factory, who bends over a machine, or those engaged in any other occupation, are more fortunate than the person who is confined to a foul-smelling, disease-breeding cellar, working over the kneading-board or before a hot oven from ten to sixteen hours per day, seven days in each week.

The environments of the operatives in this industry, no matter how much care is taken, are necessarily injurious to health. As the product of their labor is distributed among its consumers from the early morning throughout the day, the working hours are those which nature intended for rest, and which are as such enjoyed by those of nearly every other vocation. Their hours of labor compel them to toil in the shops by lamp- or gas-light, instead of the hours when the life-giving rays of the sun are carrying strength and vigor to earth.

In the dimly-lighted cellars in 201 bakeries visited in San Francisco, 1,819 bakers toil for subsistence of themselves and families from fifty to ninety hours per week, breathing the poisonous atmosphere of decayed fruits and gases.

To remedy the sanitary condition of shops, and as a future safeguard to operatives, also for the betterment of the condition of the operatives, I have prepared, and print elsewhere, laws treating upon these subjects.

As a result of investigation, the following table shows the number of bakeries visited, the number of operatives employed, and the working hours:

Number of Bakeries.	Operatives.	Hours per Week.	Number of Bakeries.	Operatives.	Hours per Week.
2	370	51	15	100	77
12	108	56	16	131	84
8	18	60	3	41	91
23	108	63			
122	983	70	201	1,859	-----

"SWEAT-SHOPS."

On July 26th, a committee from the Garment-Makers' Union requested an investigation of the sub-contracting tailors who employ women and girls to do cheap work on men's clothing, stating in their request that these sub-contractors were "sweaters," employing help at starvation wages, in crowded rooms in foul-smelling tenement houses, poorly lighted and poorly ventilated, where under-age children and over-age women were eking out a miserable existence in an endeavor to live. They stated that there were five or six hundred of these "sweaters" in San Francisco, doing no work themselves, but living on the wages of the two or three to thirty or forty girls in their employ; that the most of them employed apprentices at from 50 cents to \$3 per week, and as soon as they became proficient enough to demand good wages discharged them and took on new hands at pitiful wages; thus continuously lowering the scale of wages and underbidding each other with the merchant tailors from whom they received work. They said there were over three thousand of these tailoresses and apprentices in the city; that some of the largest firms in the city employed many little girls as apprentices, paying from 25 cents to \$2 50 per week, working them in the rear of their large stores where it was dark, using electric lights all day; that one young girl lost her eyesight from the incandescent light; that they were crowded so closely that their elbows lapped—men and women, girls and boys—about a hundred working here in distress; that they compelled them to work at night without compensation. In asking that an investigation be made, they furnished a list of names and locations of some of the principal "sweaters," together with the grievances against each of them, and agreed to send a man (one of the committee) to accompany us during the investigation and point out the flagrant cases. The list and grievances, as stated by the committee, are as follows:

A——, 373 Natoma Street, pants-maker (sweater), works 6 or 7 girls; S——, 641 Stevenson Street, vest-maker (sweater), works 25 to 30 girls in one room; makes vests for Lyons and Leon Lemos for 60 cents each; H—— Bros., 136 Natoma Street, pants-maker (sweater), works 15 girls, from 12 years of age upwards; D. S——, 411½ Kearny Street, pants-maker (sweater), works several small girls; K. B——, Jessie Street, below Fourth, pants-maker (sweater), lots of girls; S——, 311 Clementina Street, pants-maker (sweater), works lots of girls; gas-engine in room; pays 75 cents for pants; M. B——, 84 Everett Street, coat-maker (sweater), works 10 or 12 girls and 2 men; A. N——, Folsom and Seventh streets, vest-maker (sweater), employs little girls; vests, 45 cents; J. G——, 923½ Folsom Street, pants-maker (sweater), employs girls; pants, 75 cents; McE——, Stevenson Street, above Sixth, pants-maker (sweater); Mrs. W——, Natoma Street, pants-maker (sweater), employs girls; M——, Jackson and Montgomery streets, pants-maker (sweater), employs girls; O——, Third and Minna streets, pants-maker (sweater), small wages, young girls; B—— Bros., 827 Howard Street, pants-maker (sweater), employs 8 or 10 girls, working Friday and Saturday; O——, Turk Street, near Buchanan (sweater), employs 40 or 50 people; M. W——, (sweater), employs 5 or 6 girls in a little room too small for one; R——

Bros., Kearny Street, employs 5 or 6 people under sidewalk, busheling by gas-light; place on Stevenson Street, between Third and Fourth streets, left side going up (sweater); S— Bros., 108 Battery Street (sweater), do not pay as much as C— W— M—, work made in Chinatown; L. L—, Market Street, near I. O. O. F. building; gets suits made in Chinatown, pays 45 cents to 60 cents for vests to S—; S. N—, A. B. S—, 132 Ellis Street, sells suits on installments; pants, \$1 25; V—, Kearny Street, tailors have to deposit \$25 before getting work; if garment is brought back late (20 minutes) fines men 50 cents; holds out 5 days' pay; C. L—, Market Street and Golden Gate Avenue, auctions off work to men; place in rear of above store; charges 10% to men for privilege of working for him; C— W— M—, Market Street, suit-makers (sweaters), work too many people in dark places; buttonhole-makers get 1½ cents per buttonhole on coats; one girl went blind from incandescent lights; pay as low as \$1 87½ for coats; pay 15 cents for pressing; 25 or 30 little girls learning trade get 25 cents to 75 cents per week; C. M—, an old tailor, only earns \$5 to \$6 per week; work people Friday or Saturday nights without pay; M. S—, 1228 Market Street, cloak-maker (sweater), employs girls; W—, 121 Post Street, cloaks (sweater), employs girls; M. G—, cloaks (sweater), employs girls.

On July 29th the following places were visited:

H— Bros. proved to be H. F. H—, 136 Natoma Street; said his brother was formerly in partnership with him and they did a big business. Small, old, two-story house, low ceilings; 6 girls at work, he doing pressing. Says he pays 75 cents for finishing, 15 cents for operating. Girls earn from \$5 75 to \$9 per week. Place is clean, heater in small room outside, and sanitary arrangements good.

O—, corner Third and Minna streets, employs 6 to 8 females, 2 males; does what he calls "string work." One girl operating big machine by foot gets \$2 per week; looks overworked and underfed, very pale. Two girls working on buttons said they got 7 cents a piece, afterward said 8 cents a piece—evidently been told to say 8 cents; said they earned 28 to 30 cents per day; seemed to be very much frightened. Two women said they got 20 cents for finishing. Man gets \$6 per week, boy \$3 per week. One operator says she earned good wages—\$2 per day; said they were all well paid. Do not believe her; think it is O—'s wife. Subpoenaed O—.

Mrs. W— (pants-maker), 225 Natoma Street, employs 5 to 6 females, 1 male; Mrs. W— absent. Girls say place is all "O. K." All work by week; when they work full week earn \$8; at present only work 4 days—slack time.

A. N— (vest-maker), Folsom and Seventh streets, employs 10 girls, all young; 1 at 50 cents per week, 1 at \$1 50 per week, 1 at \$3 per week, 1 at \$4 per week, 1 at \$5 per week, 3 at \$6 per week, 1 at \$7 50 per week, 2 at \$8 per week. Maggie Pratt, 54 Louisa Street, gets 50 cents per week; says she was 15 years old in July; looks 12.

I. G—, place all right; only 2 at work.

S— (pants-maker), Clementina Street, near Fourth, has airy rooms; only 2 girls at work; has gas-engine in room to run machines by.

McE—, Stevenson Street—All members of family but one; everything "O. K."

S—, 641 Stevenson Street (vest-maker), employs 18 to 21 females,

3 males. All at work in small room, 10x24, in rear of house; very poor place; girls packed so close their elbows interfere with work; heater in room; proprietor very surly; had much trouble in getting answers; place utterly unfit for so many people; 2 girls at \$1 50 per week, 1 at \$2 50, 1 at \$4 50, 3 at \$5, 1 at \$5 50, 3 at \$6, 3 at \$9, and 1 at \$10; 1 man at \$7, another at \$15.

C— W— M— (suit-makers), Market Street, found 54 girls and 27 men in factory, rear half of store; small gallery on left side filled with girls; great many young girls, say they are 15 and over. Two told me they got \$1 50 per week, and said there were several at same price. Books show they pay from \$6 to \$10 to women, boys \$4 to \$5, men \$5 to \$18, some as high as \$30. They say they pay time and one half for extra work, but admit that they work them Friday night without pay. Proprietors say they shut down at 2 P. M. Saturday, but questioning shows the hands have to make it up by working Friday night. The gallery is lighted with incandescent lights; have to use lights part of the time all through. They say they will take part of hands to St. Ann's building as soon as fitted up.

D. S—, 411½ Kearny Street, big, light, airy room. Two girls at work. —H. M—, corner Montgomery and Jackson streets (pants-maker), in old building, place very badly kept, room dirty, just off kitchen. Dogs and children and dirt all mixed up. M— says if tailors would stand together they could accomplish object. Two apprentices at \$2 50 per week, 2 at \$9 per week, 1 at \$2 per day, boy at \$1 50 per week, press \$6.

K. C. B—, (pants-maker), Jessie Street, below Fourth. From a sanitary standpoint, this is the worst place we visited. It is through an archway in the rear building near the closed end of Jessie Street, in an old, tumble-down, wooden building, up a decaying, dark, narrow stairway, a small, close, hot room. It must be very bad in hot weather, and very unhealthful. Employs 10—2 males and 8 females. Pays 65 cents for finishing. Girls earn about \$5 per week now, when busy \$7 80; operator \$1 75 per day, presser \$1 50 per day, boy \$3 50 per week.

S— Bros., 108 Battery Street, ready-made and made-to-order suits; some made in Chinatown. This firm furnishes room in rear of store, and sub-contracts to sweaters; sub-contractors hire girls and men. Coat-maker (Pole) pays \$2 50, \$3, \$4, \$5, \$7, \$9, and \$14 per week. Pants: sweater does pressing, pays operator 15 cents, finisher 30 cents.

M. B—, 291 Natoma Street (coat-maker), employs 8 people—2 males and 6 females; 1 at \$3 50, 2 at \$6, 2 at \$8 50, 2 at \$12, 2 at \$15. B— objected to answering questions, and girls left room. Subpoenaed B—, and he was glad to answer.

B— Bros. (pants-maker), 827 Howard Street, girls not in. Employs 6 girls; pays \$2 per day for operating; finishers earn \$8 to \$9.

L. L—, Market Street, was not in. Cutter said L— paid better wages than Lyons.

TRADES-UNIONS.

Trades-unionism in this State during the last ten years has not suffered any appreciable change. From time to time, as occasion has demanded, new bodies have been organized, but, as a whole, the trades-union is affected by different financial conditions in the same way that other enterprises are influenced. During times of financial disturbance and depression the union suffers as keenly as any individual or other institution, and, vice versa, during a time of progress and prosperity the general laboring conditions are improved, a greater demand for labor is extant, money is circulated, and the union thrives, increases its membership, and has an air of prosperity.

From various sources, I gathered a list of 175 unions in the State, to whom I sent the following letter, inclosing a report to be filled out by each union:

SAN FRANCISCO, CAL., June 11, 1896.

GENTLEMEN: It is my desire to incorporate in my Biennial Report to the Legislature, through his Excellency Governor Budd, a chapter upon the subject of trades-unions, and, in order to derive the uniform information required, I have prepared and submit to you herewith a blank form which I desire filled out by every union in this State.

My main object is the collection of data which will form a history of the said organizations, which in future will prove valuable to every member of the same.

At the present time there is no authentic data bearing upon the subject, nor is there a complete directory of unions to be had within this State. This work will accomplish both these purposes.

In filling out blanks, kindly use the greatest care, paying particular attention to the last section, that of "Information of importance to labor in general." Under this head kindly submit any facts and conditions which are in need of legislative action, and I will endeavor to see that the same are properly presented.

Your early attention to this matter will confer a favor upon

Your obedient servant,

(Signed:) E. L. FITZGERALD,

Labor Commissioner.

[Form No. 41.]

REPORT OF TRADES-UNION.

State of California Bureau of Labor Statistics,
325 Sutter Street, San Francisco.

Name of organization.....					
Date of organization.....					
Location.....					
President.....	Secretary.....				
Object.....					
Total membership: 1891.....	1892.....	1893.....	1894.....	1895.....	1896.....
Initiation fee.....	Weekly dues.....		Monthly dues.....		
Benefits: Strike.....	Sickness.....	Disemployment.....		Death.....	
Cost of maintenance: Salaries.....	Rent.....		Other expenses.....		
Average amounts paid in benefits annually: Strike..... Sickness.....					
Disemployment..... Other charities.....					
Strikes (concise history for past two years; stating against whom, grievance, duration, number of persons affected. Result).....					
Schedule of wages..... Hours.....					
Other pertinent information of importance to labor in general, together with suggestions, etc., for improvement of laboring conditions.					
Financial condition.....					

In response to this circular I received forty reports, which are here appended, and unclaimed returned letters from the post office as follows:

San Francisco—Marine Firemen's Union, Stevedores-Engineers' Protective Association, Tile-Setters' Union, R. R. Brakemen's Union, United Brotherhood of Labor.

Los Angeles—Waiters' Union, Local Assembly No. 2405, K. of L.

Sacramento—Bricklayers' Union.

I can only judge from the return of these letters that the unions have gone out of existence. Of the remainder, I am at a loss to understand why the same were not reported, as it has prevented a full and complete report upon the subject.

As far as reported, the unions seem to be in a healthy and progressive condition, and are fully holding their own. The roll of membership shows the weakening effect of the late depression, but I am also pleased to note a renewed strength and a particularly progressive spirit among some of the crafts. As times improve I have no doubt that they will prove an incentive to return the unions to their former healthy condition.

Lathers' Protective Union, organized March 24, 1896, located at Los Angeles, Cal.; G. Walker, President; A. A. Peterson, Secretary.

Object: To receive better wages for our work; also to assist one another in procuring work.

Total Membership: 1896, 102.

Initiation Fee, \$5; monthly dues, 25 cents.

Cost of Maintenance: Recording Secretary's salary, \$2 per month; rent, \$8 per month; other expenses, \$15 per month.

Strikes: One strike April 20, 1896, against the Boss Lathers and Plasterers; affected, time of strike, 86 members; won by us in two weeks.

Schedule of Wages: \$1 50 per thousand laths; 8 hours per day.

Financial Condition: \$24 in treasury.

Recommendations: A better lien law; enforcing eight hours a day on all work.

United Brotherhood of Carpenters and Joiners of America, Local Union No. 226, organized December 6, 1886, at Santa Barbara City, Cal.; R. H. Fulwider, President; W. I. Murphy, Secretary.

Object: To better our conditions, to wit: shorten the hours, thereby increasing the pay for a day's labor, and benefiting non-union mechanics as well as union.

Total Membership: 1891, 17; 1892, 15; 1893, 20; 1894, 18; 1895, 15; 1896, 14.

Initiation Fee, \$2; monthly dues, 50 cents.

Cost of Maintenance: Rent, \$2 per month; other expenses, 20 cents per month per member per capita tax.

Schedule of Wages: \$2 50 to \$3 per day; 8 hours per day.

Financial Condition: Good.

Recommendations: That it is absolutely necessary that the State Legislature enact, and make legal and binding in every sense, that eight hours shall be a legal day's work on all public and private works where mechanics of whatever trade, and laborers of any class, are employed.

Furniture Workers' Union, organized October 8, 1888, located at Furniture Workers' Hall, 1159 Mission Street, San Francisco, Cal.; Owen J. Thomas, President; William Polloch, Secretary.

Object: To elevate the position, maintain and protect the interests of the craft in general; to uphold a fair rate of wages and fair working hours; to endeavor to replace strikers by arbitration and conciliation; to influence the apprentice system in the direction of intelligence and skill, in the interest alike of employer and employé.

Total Membership: 1891, 150; 1892, 150; 1893, 73; 1894, 80; 1895, 86; 1896, 95.

Initiation Fee, \$10; monthly dues, 50 cents.

Benefits: Sickness, necessary assistance; death, \$100.

Cost of Maintenance: Rent, \$4 per month.

Schedule of Wages: 50 cents per hour; 8 hours per day.

Financial Condition: A No. 1.

Retail Clerks' Protective Association, Local No. 83, organized July 7, 1896, located at 107½ North Main Street, Los Angeles, Cal.; Edwin M. Booth, President; James Travis, Secretary.

Object: To promote the interest and advance the welfare of all retail clerks, and to abolish the unreasonable custom whereby retail clerks are compelled to work on Sunday and all legal holidays; to enforce all existing laws pertaining to the same, and where they do not exist to have them framed and put in effect, to shorten the hours of labor; to educate the masses to a system of purchasing by daylight; to demand the use of seats behind sales-counters by firms employing lady clerks; to abolish child-labor in all stores and workshops; to provide a benefit fund for the sick, aged, or indigent members.

Total Membership: 1896, 75.

Initiation Fee, \$2; monthly dues, \$1.

Benefits: Sickness, \$8; death, \$50.

Cost of Maintenance: Rent, \$14 per month.

Average Amounts Paid in Benefits Annually: Other charities, \$200.

Hours: 10 to 16 hours per day.

Financial Condition: Good.

Recommendations: We ask for a State law that will prevent employers from compelling employes to labor on Sunday and all legal holidays.

The Los Angeles Shinglers' Association, Local Union No. 1, organized September 1, 1895, located at Los Angeles, Cal.; John R. Walker, President; E. L. Hoyt, Secretary.

Object: Betterment of conditions, and uniform wages.

Total Membership: 1895, 22; 1896, 27.

Initiation Fee, \$5; monthly dues, 50 cents.

Benefits: Strike working-card, 25 cents.

Cost of Maintenance: Rent, \$2 per month; other expenses, \$4 per month.

Strikes: Number of grievances settled favorably without strike.

Schedule of Wages: \$2.50 per day; 8 hours per day.

Financial Condition: Fair.

Recommendations: An eight-hour law that can be enforced, and a better mechanics' lien law. All men engaged in the building trades are much interested in the mechanics' lien law; the present law does not insure a workman his pay; then, too, if a workman's claim is small, say under \$10, it is more trouble to get a lien than the claim amounts to. We should have a State law requiring all contracts to be recorded; then the Recorder should issue a lien, such lien to be signed by all workmen employed on the building; when the building is completed the contractor or owner must return the lien and make affidavit that all claims for labor are satisfied and that all have signed the lien; then the Recorder would issue a release, which would permit the building to be occupied or used for whatever purpose it was erected. In case of removal or death of a workman before his claim is satisfied, the owner or contractor must deposit the amount of claim with the Recorder; in case of a dispute as to the amount of any claim, the amount claimed could be deposited with the Recorder until settled in court, or otherwise. A lien law drawn on these lines would be a bar to knavish owners and irresponsible contractors, and would work no hardship on any one. In cities, the superintendent of buildings could record and release liens, and in rural districts the County Clerk or other proper officer could do the work. We should have a stringent State law governing the hours of labor as far as it can be done constitutionally, and an eight-hour law on all State work that can be enforced. All workmen would be benefited in the repeal of the State poll-tax law.

Local Union No. 78 of the United Association of Journeymen Plumbers, Gas and Steam Fitters of the United States and Canada, organized in 1892, located at Los Angeles, Cal.; G. Hutcheson, President; James R. Bailly, Secretary.

Object: Our object shall be benevolence and mutual protection; to secure to each other just remuneration for our labor; to assist our sick and disabled members, and to assist in the burial of our deceased members.

Total Membership: 1892, 60; 1893, 80; 1894, 80; 1895, 80; 1896, 85.

Initiation Fee, \$20; monthly dues, 75 cents.

Benefits: Strike, \$7 per week; sickness, \$7 per week; death, \$75.

Cost of Maintenance: Salaries, \$10 per month; rent, \$5 per month; other expenses, \$1.50.

Average Amounts Paid in Benefits Annually: Strike, \$1,000 expended in 1895; sickness, \$250; other charities, \$100.

Strikes: Strike April 1, 1895, against reduction of wages from \$4 to \$3. Names of shops: J. B. Meyer & Co., Thos. Haverly, Neurth & Cass, Heupsch & Scholes, Vandegriffe

& Crippen, W. Watson; 25 people affected. Thomas Haverly and Neurth & Cass, after ten days' fight, agreed to pay the old rate; the others are still employing non-union labor.

Schedule of Wages: \$2 50 and \$4 per day; 8 hours per day.

Financial Condition: \$527 55.

Recommendations: Would suggest that cities of 10,000 inhabitants and over be placed under a strict sanitary law, under the supervision of a competent inspector; also to embody in the Act a strict examination of both journeymen and masters.

Cigarmakers' Union No. 225, located at Los Angeles, Cal.; C. W. Sonneman, President; H. E. Martens, Secretary.

Object: Educational in trade lines, the maintenance of and regulation of hours of work and wages, to provide for the needy in all instances, and to bring about a better moral and social condition of all workers.

Total Membership: 1891, 65; 1892, 70; 1893, 75; 1894, 60; 1895, 63; 1896, 58.

Initiation Fee, \$3; weekly dues, 25 cents.

Benefits: Strike, \$5; disemployment, \$3; sickness, \$5; death, \$50 to \$500.

Cost of Maintenance: Salaries, \$75 per annum; rent, \$30 per annum; other expenses, \$17 per annum.

Average Amounts Paid in Benefits Annually: Disemployment, \$90; sickness, \$140; other charities, \$20.

Schedule of Wages: \$11 to \$18 per week; 47 hours per week.

Financial Condition: Good; have a balance on hand, end of 1895, of \$673, with no shortage of any kind.

Hotel and Restaurant Employés Alliance, Local No. 54, organized June 12, 1894, located at 252½ South Main Street, Los Angeles, Cal.; Wallace E. Collins, President; Clyde E. Abbott, Secretary.

Object: Pledged to endeavor to secure to the toiler the wealth he creates and sufficient time to enjoy it; wages, \$10 per week, 10 hours work per day, 8½ days' work to constitute a week.

Total Membership: 1894, 65; 1895, 100; 1896, 150.

Initiation Fee, \$1; monthly dues, 50 cents.

Benefits: Strike, \$3 per week; sickness—in case of sickness we have a compulsory subscription by all members to amount necessary to cover living expenses, medical attendance, and medicine, until member is able to return to work; death, funeral expenses.

Cost of Maintenance: Rent, \$8 per month; other expenses, \$10 per month.

Average Amounts Paid in Benefits Annually: Strike, disemployment, sickness, and other charities—averages in all about \$250.

Strikes: Walkout (24 hours' notice to employer), New York Kitchen Restaurant, October 8, 1895; breaking contract by having non-union men and attempting to cut wages to \$9 per week; 12 men affected; result, restrainer against house still in force, withdrawal of 40% of restaurant's business.

Schedule of Wages: \$10 and \$12 per week and board; 10 and 12 hours per day.

Financial Condition: Good.

Recommendations: Legal day's work of not more than eight hours; sanitary inspection of workshop, mine, and home; liability of employers for injury to health, body, or life; abolition of contract system in all public work; State free-employment offices; make blacklist by railroad and others a felony; same protection for union label as for a trademark.

Nevada City Miners' Union, located at Nevada City, Nevada County, Cal.; George Levee, President; John Kelly, Secretary.

Object: The chief objects are to maintain the standard rate of wages and hours.

Total Membership: 1895, 55; 1896, 123.

Initiation Fee, \$3; monthly dues, 50 cents.

Benefits: Sickness, \$1 per day; death, \$100.

Cost of Maintenance: Salaries—Recording Secretary, \$25 for term of six months; Financial Secretary, \$30 for term of six months; rent, \$10 per month; stationery and other expenses, about \$1 25 per month.

Average Amounts Paid in Benefits Annually: Sickness—to be entitled to sick benefits it is necessary to be a member six months; of those who were entitled to benefits in the past six months, two refused to accept benefits, and there is a special fund of \$30 from benefits which were not accepted.

Strikes: The carmen of the Delaware Mine were working for less than \$2 50 per day. The Grievance Committee interviewed the Superintendent of the Delaware Mine, and he raised the wages without any further demonstration.

Schedule of Wages: Carmen, \$2 50 per day; miners, \$3 per day; hours, 10, except Saturday, which is 8 hours.

Financial Condition: Total amount in treasury July 1, 1896, \$211 30.

Recommendations: We think there should be legislation compelling companies to have two outlets to mines; the law, we believe, provides for that, but it is a dead letter; and the mines should be better ventilated.

Grass Valley Miners' Union, organized May 13, 1894, located at Grass Valley, Nevada County, Cal.; Noah Jones, President; E. F. Whiting, Secretary.

Object: Whereas, in view of the hazardous nature of our vocation, the premature old age and many ills, the result of our unnatural toil; and whereas, a society would enable the miner to be his own benefactor; and whereas, it is profitable to retain skilled and experienced labor when its demand is significant in proportion to the benefit to be derived from it; and whereas, we should cultivate an acquaintance with our fellows, in order that we may be better enabled to form an individual opposition to acts of injustice; therefore, we, the miners of Grass Valley, have resolved to form an association for the promotion and protection of our common interests, and have adopted the annexed constitution and by-laws for its guidance; for united, we possess strength. Let us, then, act justly and fear not. The objects of this union shall be the practice of those virtues that elevate and adorn society and remind man of his duty to his fellowman, and the elevation of the position and maintenance of the rights of the miner.

Total Membership: 1894, 511; 1895, 623; 1896, 659.

Initiation Fee, \$3; monthly dues, 50 cents.

Benefits: Strike, \$1 per day; sickness, \$1 per day; death, \$100.

Cost of Maintenance: Salaries, \$110 per annum; rent, \$120 per annum; other expenses, \$100 per annum.

Average Amounts Paid in Benefits Annually: Sickness and injuries, \$900.

Schedule of Wages: \$3 per day; 10 hours per day.

Financial Condition: \$2,000 invested and \$250 in Treasurer's hands.

Recommendations: Whereas, the life of the miner is more or less exposed to danger, and as Labor Commissioner Fitzgerald has asked the union to submit any facts that need legislative action; therefore, be it

Resolved, That we ask him to have a commission created, composed of practical miners, to act as mine inspectors in each Congressional District, whose duties it shall be to examine underground air-ways, ladders, roads, timbers, and all ways of exit; to see that there is means of escape in case of fire or any accident which may happen to endanger the lives of the miners underground; also, in case of accidents, to examine the place, ascertain the cause, and whose neglect it was the accident happened.

Local Union No. 23, United Brotherhood of Carpenters and Joiners of America, organized December 2, 1895, located at Berkeley, Alameda County, Cal.; John P. Moran, President; Robert Steedman, Secretary.

Object: The reduction and regulation of the hours of labor; the regulation of wages; to promote a higher degree of skill and efficiency in all building trades.

Total Membership: 1895, 28; 1896, 68.

Initiation Fee, \$2 50; monthly dues, 50 cents.

Cost of Maintenance: Rent, \$6 per month; other expenses—per capita tax, 20 cents each member each month.

Schedule of Wages: Average, \$2 50 per day; 8 hours per day.

Remarks: Before the union was organized men were working for anything, from \$1 25 to \$2 50 per day; since the organization wages have advanced so that the majority of men are getting \$2 50 per day.

Musicians' Union of Alameda County, organized April, 1890, located in Oakland, Cal.; J. H. Gooch, President; B. C. Fabrique, Secretary.

Object: Is to unite musicians of the county for the better protection of their interests; to regulate prices, and to insure fair dealing between ourselves and the public.

Total Membership: 1896, 80.

Initiation Fee, \$5; quarterly dues, 50 cents.

Benefits: Death, \$170.

Cost of Maintenance: Salaries, \$5 per month; rent, \$1 50 per month; other expenses, \$6 50 per month.

Schedule of Wages: Our price list is quite lengthy, covering all manner and hours of work; hours, from 8 to 12 o'clock P. M., \$3 50.

Financial Condition: Good; have some money in treasury.

Recommendations: Legislative attention should be strongly called to the propriety of prohibiting Government bands from competing with civilians; it is working a great injury, and seems to be increasing rather than otherwise.

San Rafael Union No. 35, of United Brotherhood of Carpenters and Joiners of America, organized September, 1882, located at San Rafael; Ludwig Johansen, President; Robert Scott, Secretary.

Object: The objects of the United Brotherhood are to discourage piecework, to encourage an apprentice system and a higher standard of skill, to cultivate feelings of friendship among the craft, to assist each other to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to furnish aid in cases of death or permanent disability, and by legal and proper means to elevate the moral, intellectual, and social condition of all our members, and to improve the trade.

Total Membership: 1891, 48; 1892, 44; 1893, 51; 1894, 40; 1895, 30; 1896, 28.

Initiation Fee, \$3; monthly dues, 30 cents.

Benefits: Sickness, \$5 per week; death, \$200.

Cost of Maintenance: Secretary's salary, \$2 per month; other expenses—per capita tax, 20 cents per member per month.

Schedule of Wages: \$3 per day; 8 hours per day.

Financial Condition: I may say it is good, as we have all the carpenters in town as members, and we have \$130 in the treasury.

Recommendations: The only grievance we have is the lien law, and we wish the owner to be responsible for all labor not paid at the completion of the building; as it is now, the owner is not responsible for anything over the contract price, whether it is enough or not to pay for the building.

United Brotherhood of Carpenters and Joiners of America, No. 316, organized August 25, 1887, located at San José; R. P. Scanlan, President; A. Smith, Secretary.

Object: It is organized to protect the carpenter's trade from the evils of low prices for such work; it aims to encourage a higher standard of skill and better wages; to reestablish an apprentice system, and to aid and assist the members by mutual protection and benevolent means.

Total Membership: 1891, 200; 1892, 150; 1893, 100; 1894, 57; 1895, 70; 1896, 75.

Initiation Fee, \$2 50; monthly dues, 50 cents.

Benefits: Death, \$200; wife's death, \$50.

Cost of Maintenance: Salaries per month, \$5; rent, \$7 50 per month; other expenses, \$20 per month.

Average Amounts Paid in Benefits Annually: Sickness, \$20 per month.

Schedule of Wages: \$3 per day; 8 hours per day.

Financial Condition: Good.

Local Union of Carpenters and Joiners of America, organized July 9, 1896, located in Oakland, Cal.; T. W. Hargreaves, President; Sam Jones, Secretary.

Object: To improve the condition of our trade, by increasing wages and shortening the hours of labor.

Total Membership: In December, 1895, 276; in July, 1896, 308.

Initiation Fee, \$3; monthly dues, 50 cents.

Benefits: Death, \$100 to \$200.

Cost of Maintenance: Salaries, \$8 per month; rent, \$10 per month.

Schedule of Wages: \$3 per day; 8 hours per day.

Financial Condition: Good.

Recommendations: Would suggest the repeal of the present lien law, and the passage of an entire new law to protect labor, which the present one fails to do; also a law to be passed prohibiting contracting public work.

Local Union No. 345, American Railway Union, organized in 1894, located at 1159 Mission Street, San Francisco, Cal.; George W. West, President; Carlos J. DeSeda, Secretary.

Object: To promote the general interests of railway employes, and the complete unification of all railway employes in every department of the service.

Total Membership: 1894, 307; 1895, 97; 1896, 101. This does not include our secret membership, which we do not care to make known at this time.

Initiation Fee, \$2; monthly dues, 25 cents.

Cost of Maintenance: Rent, \$2 50 per month; postage and other expenses, 50 cents.

Average Amounts Paid in Benefits Annually: Strikers' defense cost several thousand dollars, but have no figures available.

Strikes: June 27, 1894, against Pullman Palace Car Company, principally as a boycott on

sleeping cars hauled by Southern Pacific Railroad Company, because we would not handle Pullmans; two weeks solid, but not declared off for some three weeks; practically the entire force of Southern Pacific Railroad Company, outside of office men and steam-boat men.

Schedule of Wages: Of such variety can't say what; hours very uncertain.

Financial Condition: Building up, but the strike left it in bad shape, as men not getting back caused dues to become delinquent; but now, through secret membership, are getting on top again.

Recommendations: As to improvements, too many to be given in so brief a space—our union covering so many different classes; but General Government ownership.

Musicians' Mutual Protective Union, located at San Francisco, Cal.; E. W. Kent, President; S. Davis, Secretary.

Object: To unite musicians of San Francisco and vicinity; to better their interests and establish rates, and to pay an insurance to families of deceased members.

Total Membership: Will average about 500.

Initiation Fee, \$20; monthly dues, 33½ cents.

Benefits: Death—per capita of \$2 per member of National League.

Cost of Maintenance: Salaries, about \$25 per month; rent, \$62 50 per month.

Financial Condition: Worth about \$1,000.

Recommendations: To improve the condition of musicians, the union and its national body endeavors to stop the competition of Army and Navy bands.

Bakers' Union No. 37, J. B. and C. I. U., organized June 1, 1881, located at Los Angeles, Cal.; J. Johnston, President; H. Liebe, Secretary.

Object: Advancement of material and intellectual welfare of all workmen in the baking trade.

Total Membership: 1891, 80; 1892, 72; 1893, 76; 1894, 83; 1895, 91; 1896, 98.

Initiation Fee, \$10; weekly dues, 25 cents; monthly dues, \$1.

Benefits: Strike, \$4 per week.

Cost of Maintenance: Rent, \$3 per month; other expenses, \$15 to \$20.

Average Amounts Paid in Benefits Annually: Strike, \$12; other charities—not recorded.

Strike: Strike in House's bakery lasted two weeks; four men affected; resulted in improving the condition of the men employed.

Schedule of Wages: Foreman per week, \$20; helpers, \$15; 10 hours per day.

Financial Condition: Good.

Recommendations: Legislative action in regulating sanitary condition and hours of labor in factories and workshops; abolition of child-labor, etc.

American Railway Local Union, No. 80, organized November 28, 1893, located at Los Angeles, Cal.; J. E. McDowell, President; Lewis L. Dodge, Secretary.

Object: The protection of members in all matters relating to wages and their rights as employes is the principal purpose of the organization.

Total Membership: 1894, 867; 1895, 25; 1896, 533.

Initiation Fee, \$2; monthly dues, 25 cents.

Cost of Maintenance: Rent, \$2 per month; other expenses, \$2 per month.

Strikes: June 28, 1894, sympathetic strike against S. P. R. R. Co. and S. F. R. R. Co.; result, lost; duration, 16 days; persons affected, all in Southern California.

Financial Condition: Treasurer reports balance of \$617 40.

Recommendations: Making it a misdemeanor to blacklist.

Bricklayers' Protective Union of Los Angeles, organized October 31, 1895, located at Los Angeles, Cal.; A. G. Seibert, President; Wm. Dunling, Secretary.

Object: To protect its members in their rights to maintain a uniform scale of wages and hours; to elevate the standard of workmanship of the craft, and such other matters as would be of benefit to trade.

Total Membership: 1896, 113.

Initiation Fee, \$5; monthly dues, 25 cents.

Cost of Maintenance: Salaries, \$3 per month; rent, \$6 per month; printing and other expenses, about \$3 per month.

Strikes: Since organization, have had no strikes. Before organized we had a regular

scale of wages or hours of work; the hours of work were all the way from 8 to 10 hours per day, and wages from \$2 50 to \$3 per day; our wages and hours are now uniform.

Schedule of Wages: \$4 per day; 8 hours per day.

Financial Condition: Fair.

Recommendations: Our union would recommend that the lien laws be so amended that they will absolutely protect and guarantee laborers their wages without any delay in getting the amount due them; for the better protection of both owners and labor we would recommend licensing building contractors, and any one failing to pay his labor to forfeit his license, something after the English law.

Sacramento Typographical Union No. 46, organized November 12, 1859, located at Sacramento, Cal.; Thos. A. Cody, President; W. H. Ambrose, Secretary.

Object: Promotion of the craft in general; the maintenance of a fair scale of wages, and the proper burial of its members.

Total Membership: Can make no estimate. During legislative years our membership is usually increased from 100% to 150% for a few months; from, say, 100 to 225, sometimes more.

Initiation Fee, \$1; monthly dues, 1% of earnings.

Cost of Maintenance: Secretary's salary, \$120 per annum; rent, \$36 per annum; other expenses, \$1,000 per annum.

Schedule of Wages: Week hands (aside from machine operators), 59 hours, \$21 per week; morning machine operators, 56 hours, \$27 per week; evening machine operators, 48 hours, \$24 per week.

Financial Condition: Owing to the introduction of typesetting machines, our revenue is decreasing.

Recommendations: Blockade the port of entry to all foreign labor of whatsoever character for at least fifty years; legislation against labor-saving (so called) machinery, which will reduce the army of the unemployed.

National Brotherhood of Electrical Workers, located at Foresters' Building, Sacramento, Cal.; W. Ross, President; R. A. Fisk, Secretary.

Object: Practical application of electricity and for trade education generally; to cultivate feelings of friendship among the men of our craft; to settle all disputes between employers and employes by arbitration; to assist each other in sickness or distress; to secure employment; to reduce the hours of daily labor; to secure adequate pay for our work, and by legal and proper means to elevate the moral, intellectual, and social condition of all our members.

Total Membership: 1896, 26.

Initiation Fee, \$5; monthly dues, \$1.

Benefits: Sickness, \$7 per week; death, \$100; wife, \$50.

Cost of Maintenance: Rent, \$5 per month.

Schedule of Wages: \$2 50 per day; 10 hours per day.

Recommendations: We favor weekly payment of wages in all cases where practicable; we discountenance the use of articles manufactured in penal institutions; we desire uniform lien laws throughout the United States, making a mechanic's lien the first mortgage on real estate, to have wages of labor first and material second; we recommend the eight-hour system.

United Brotherhood of Carpenters and Joiners of America, organized March 14, 1896, located at Sacramento, Cal.; W. O. Humphrey, President; James I. Brown, Secretary.

Object: To discourage piece work, encourage an apprentice system, and a higher standard of skill; to cultivate feelings of friendship among the craft; to assist each other to secure employment to reduce the hours of daily labor to secure adequate pay for our work to furnish aid in cases of death or permanent disability, and by legal and proper means to elevate the moral, intellectual, and social condition of all our members, and to improve trade.

Total Membership: 1896, 34.

Initiation Fee, \$2; monthly dues, 50 cents.

Benefits: Strike, \$6 per week; death—six months' membership, \$100; one year or over, \$200; disability benefit—one year's membership, \$100; two years' membership, \$200; three years' membership, \$300; five years' membership, \$500; wife's death benefit, \$25 to \$50.

Schedule of Wages: From \$2 50 to \$3 50 per day; 9 hours per day.

Financial Condition: Having just been instituted, our finances are as good as could be expected with the amount of membership.

Bookbinders' Union No. 35, organized August 24, 1891, located at Sacramento, Cal.; M. F. Cummings, President; Fred Gunther, Secretary.

Object: The promotion of the trade interests of its members, pecuniary aid when disabled, and funeral expenses in case of death.

Total Membership: 1891, 22; 1892, 28; 1893, 32; 1894, 35; 1895, 38; 1896, 39.

Initiation Fee, \$2 50; monthly dues, \$1.

Benefits: Strike, \$7 per week; sickness, \$10 per week; death, \$100.

Cost of Maintenance: Salaries, \$3 per month; rent, \$2 per month; other expenses, \$6 95 per month dues to affiliated organizations.

Average Amounts Paid in Benefits Annually: Sickness—will average \$118 for the last three years; other charities—will average \$55 for the last three years.

Schedule of Wages: \$3 to \$4 per day; 59 hours per week; in State Printing Office, 8 hours per day at \$4 per day.

Financial Condition: Fair.

Recommendations: We indorsed the proposed laws to the next session of the Legislature submitted by you to our Council of Federated Trades, and believe they cover the ground very thoroughly.

Journeymen Tailors' Protective and Benevolent Union, organized September 21, 1873, located at San Francisco; C. Landstrom, President; S. Streibic, Secretary.

Object: To improve the condition of our members, prevent reduction in wages, regulate working hours, prevent the sweating system, and give our deceased members a proper burial.

Total Membership: 1896, 150.

Initiation Fee, \$2; Monthly dues, 25 cents.

Benefits: Strike, \$10 to \$12; sickness, donations; death, \$50.

Cost of Maintenance: Salaries, \$175 per year; rent, \$100 per year; other expenses, \$25 per year.

Average Amounts Paid in Benefits Annually: Strike, \$1,350; sickness, \$30; other charities, \$150.

Strikes: Strike against J. M. Litchfield, Brandt & Co., Postiglioni, Henry Meyer, Hart Bros., Busse & Willard; duration—25 persons for six months, 10 for six weeks, 12 for five weeks, 8 for seven weeks; against reduction in wages, and lost all but one.

Schedule of Wages: \$10 to \$20 per week; 10 to 11 hours per day.

Recommendations: Introduction of eight-hour law; sanitary workshops; abolition of suit clubs; to abolish injunction law; to abolish United States Supreme Court; to stop Chinese and Japanese immigration; public inspector of workshops.

Strike Revenue: All members who are not on strike are assessed to maintain treasury, etc.

El Capitan Division No. 115, Order Railway Conductors, organized May 21, 1884, located at 35 Eddy Street, San Francisco, Cal.; S. B. Reynolds, Chief Conductor; J. I. Han, Secretary.

Object: To promote the interest of conductors everywhere, and to secure the best rates of pay commensurate with responsibilities devolving upon them.

Total Membership: 1891, 100; 1892, 151; 1893, 145; 1894, 161; 1895, 155; 1896, 155.

Initiation Fee, \$10; monthly dues, 50 cents.

Benefits: Strike, \$50 per month; death, \$1,000 to \$5,000 to holders of policies in the death benefit.

Cost of Maintenance: Secretary's salary, \$30 per month; rent, \$62 per annum; other expenses, about \$100 per annum.

Average Amounts Paid in Benefits Annually: Charities, \$25 per annum.

Strikes: During the past two years we have had no grievances in our organization, except of a local nature, which have been remedied through the management of the Southern Pacific Company and our Local Grievance Committee.

Schedule of Wages: \$95 to \$125 per month; 7 to 12 hours per day.

Recommendations: We should like to have a bill passed whereby damages could be collected from the railway company for improper safety appliances and negligence of a co-employé, whereby accidents happen and loss of life and limb result.

Plasterers' Protective Union, organized November 5, 1861, located at San Francisco, commenced to work eight hours per day; Daniel F. Sullivan, President; John M. Lawless, Secretary.

Object: To elevate the trade; redeem the hours of labor; maintain a standard rate of wages.

Total Membership: Average, about 150 each year.

Initiation Fee, \$5; monthly dues, 25 cents.

Benefits: Strike, donations; sickness, donations; death, \$100, paid by assessment of \$1 per capita.

Cost of Maintenance: Rent, \$8 per month; other expenses, \$20 per month.

Average Amounts Paid in Benefits Annually: Charities, \$300.

Strikes: One strike for better wages against contractors; conceded without serious trouble; duration one week; 100 persons affected; result satisfactory.

Schedule of Wages: \$4 per day; 8 hours per day.

Financial Condition: Good.

Recommendations: A good mechanic's lien law; an employer's liability law; inspector of scaffolding, derricks, etc.

Order of Railway Conductors, Division No. 111, organized in 1884, located at 107½ North Main Street, Los Angeles, Cal.; H. S. Kinch, Chief Conductor; J. W. Benjamin, Secretary.

Object: Protection and beneficiary.

Total Membership: 1891, 19; 1892, 111; 1893, 112; 1894, 90; 1895, 95; 1896, 120.

Initiation Fee, \$10; monthly dues, 50 cents.

Benefits: Deaths, \$200.

Cost of Maintenance: Secretary's salary, \$25 per month; rent, \$6 per month; postage and printing, \$8 per month.

Average Amounts Paid in Benefits Annually: Sickness, \$150 per year; other charities, \$12.

Strikes: No strikes of any kind.

Financial Condition: Good.

Recommendations: There should be a law to prevent railway companies from black-listing those discharged.

Painters Union No. 1 of S. F. P. B. of P. and D. of California, organized August, 1895, located in San Francisco; President, L. A. Coffin; Secretary, Fred Busse.

Object: To receive the proper remuneration for our labor, and shorten the hours of labor so as to give every one engaged in the trade an opportunity to gain a livelihood; in general, to better the condition of its members.

Total Membership: 1895, 672; 1896, 1,327.

Initiation Fee, \$4; monthly dues, 25 cents.

Benefits: Sickness, \$10, which is only granted on recommendation of Sick Committee; death, \$10.

Cost of Maintenance: Salaries, \$158 per year; rent, \$200 per year; other expenses from August 9, 1895, to July 1, 1896, \$1,036.

Average Amounts Paid in Benefits Annually: Strike in 1896, \$988 90; sickness in 1896, \$50.

Strikes: On March 9, 1896, a strike was declared against all masters for \$3 per day for painters, and \$3 50 for paperhangers; eight hours and the recognition of the working card, thereby giving none but union men employment. Result favorable, with the exception of a few shops that have always been hostile to organized labor; 1,300 men involved.

Schedule of Wages: Painters, \$3 per day; paperhangers, \$3 50; 8 hours per day.

Recommendations: We request the passage of a life and limb law, to wit: that every hook in which a fall is hung be securely tied; that no plank be used as a stage on spaces over ten feet long, thereby using what is termed a laddering stage on all spaces over that length; that no rope or fall be used longer than fifteen years, and that it be condemned if found defective before that time; that the employer shall be liable for damages for any accident if proved to be the cause of his staging, ladders, planks, ropes, and hooks, or the driving of his men by threats or other abuses; that a safer, more convenient, and better-fastened gutter be put on all new houses hereafter, and that where gutters on old houses are found to be in bad shape they be condemned, and the proprietor be compelled to renew them by the most improved and safest kind of gutter. For the enforcement of these laws we recommend the appointment of an inspector for the City of San Francisco, and one who must pass an examination as to his qualifications in the painting and rigging business. He shall be permitted to enter all shops for the inspection of any ladders, falls, ropes, or planks. The Board to examine the candidate for inspector is to be selected by the Labor Commissioner, from every union representing the trade in San Francisco, allowing three delegates from each union. The salary of the inspector shall be fifteen hundred (1,500) dollars per year; the tenure of office shall be two (2) years.

For violation of the life and limb law: Penalty for the first offense shall be one hundred (100) dollars or imprisonment for fifty (50) days; for the second offense, two hundred

(200) dollars or one hundred (100) days, or both such fine and imprisonment; and for the third offense, imprisonment for three (3) years. We further recommend that eight hours shall be a day's work on all State work, and that no State work be let by contract hereafter. All work done under this law is to be supervised by a qualified inspector for each branch.

A sanitary law: The State Board of Health in each county or city is to look into the sanitary condition of all living-houses, public buildings, business offices, and stores, and allow no whitening, tinting, painting, or paperhanging to be done over ceilings or walls that have been done with whitening, tinting, or paper before; all ceilings or walls must be thoroughly scraped and washed so as to be free from all former applications, before any more material is put on them. We also desire to have the mechanic's lien law changed so as to be free from any technicalities, which makes the existing law almost inoperative.

To be added to the life and limb law: That three iron rods, each four feet high, two to be placed near the ends and one in the center, on the back of all ladders or stages, and that a rope shall be run through rings or other openings at the top of each rod.

San Francisco Lodge No. 68, International Association of Machinists, organized July 21, 1896, at Shiels' Building, 32 O'Farrell Street, San Francisco; President, Thos. Mitchell; Secretary, Jas. Maginnis.

Object: To bring within our fold all competent machinists, to shorten the hours of labor, to keep our members employed, and to have a legal apprentice system.

Total Membership: Averages 150 each year.

Initiation Fee, \$2 50; monthly dues, 50 cents.

Benefits: Strike, \$3 and \$8; sickness, \$5; death, \$75.

Cost of Maintenance: Salaries, \$9 per month; rent, \$8 per month; other expenses, \$15 per month.

Average Amounts Paid in Benefits Annually: Sickness, \$150; other charities, \$82 50.

Strikes: No troubles.

Schedule of Wages: Average wages, \$2 80 per day; 10 hours per day.

Financial Condition: Healthy.

Recommendations: We desire to have the eight-hour law enforced on all Government work, whether sublet to contractors or otherwise; to have Labor Day come on the first Monday of September, so that it will harmonize with the National holiday.

San Francisco Printing Pressmen's Union No. 24, organized August 5, 1896, located in San Francisco; President, John W. Thornley; Secretary, Geo. W. Forsyth.

Object: To advance the welfare of its members, to protect and maintain their rights, to assist them in obtaining employment, and retaining the same for a fair and just remuneration; to bring about the highest quality of workmanship, to cultivate a feeling of friendship and respect between proprietor and workman, and to care for the sick and provide for the proper burial of its dead.

Total Membership: 1891, 115; 1892, 125; 1893, 147; 1894, 152; 1895, 165; 1896, 189.

Initiation Fee, \$5; monthly dues, 75 cents.

Benefits: Strike, \$7 per week; sickness, \$7 per week; death, \$250.

Cost of Maintenance: Salaries, \$175 annually; rent, \$145 annually; other expenses, \$300.

Average Amounts Paid in Benefits Annually: Sickness, \$175; other charities, \$75.

Strikes: Commercial Printing Co. underpaid; ten persons affected; strike won in one week. L. Roesch Co. underpaid; seven persons affected; strike won in four days. Jansen & Co. underpaid; eight persons affected; strike won in two days. Schmidt L. L. Co. underpaid; thirty-two persons affected; strike still on; the strike with the Schmidt Co. has been on for eleven months past. Our strike benefits averaged about \$8,000 for this year.

Schedule of Wages: \$15, \$18, and \$21 per week; 8 hours per day.

Financial Condition: Good.

Iron Molders' Union No. 199, instituted November 12, 1868, reorganized July 17, 1874, and April 3, 1888, located at Sacramento; President, G. L. Derman; Secretary, L. G. Dickman.

Object: To advance the interests of molders and work for their elevation and advancement, socially and morally.

Total Membership: 1891, 38; 1892, 39; 1893, 37; 1894, 40; 1895, 38; 1896, 38.

Initiation Fee, \$5; weekly dues, 25 cents.

Benefits: Strike, \$5 per week for single and \$7 for married; sickness, \$5 per week; death, \$100.

Cost of Maintenance: Salary of Recording and Financial Secretary, \$4 per month; rent, \$2 per month.

Financial Condition: Good.

Local Union No. 332 of the Carpenters and Joiners of America, organized November 3, 1892, located at Los Angeles, Cal.; C. Rice, President; J. Ferris, Secretary.

Total Membership: 1893, 56; 1894, 318; 1895, 197; 1896, 399.

Initiation Fee, \$6.

Benefits: Death, \$200.

Cost of Maintenance: Salaries, about \$116 per year; rent, \$6 per month; other expenses, on an average of \$80 per month.

Hours: 8 hours per day.

Financial Condition: Good.

Glass-Bottle Blowers of the United States and Canada, organized June 25, 1893, located at San Francisco; John Shiek, President; Philip Diez, Secretary.

Object: The object of our organization is to uphold wages, to help one another, and to try to abolish foreign importations.

Total Membership: 1893, 36; 1894, 39; 1895, 39; 1896, 39.

Initiation Fee, \$5; dues, \$2 per quarter.

Benefits: Death, \$500.

Cost of Maintenance: Salaries, \$17 for officers every six months; rent, \$4 50 per month.

Schedule of Wages: Average about \$22 per week; 8 hours per day for 10 months of the year.

Financial Condition of Local Branch: Fair; the financial condition of the union is good.

Recommendations: The President appointed a committee to draft a bill to be presented to the next Legislature.

Local Union No. 304, United Brotherhood of Carpenters and Joiners of America, organized July 15, 1887, located at 1159 Mission Street, San Francisco; President, Henry Behnke; Secretary, Amis Dannesfelter.

Object: The objects of the United Brotherhood are to abolish piecework, to advance apprenticeship, to regulate working hours and secure proper remuneration for labor, to aid each other to find work; assistance in case of death or disablement from working; to regulate the existing irregularities in the labor market, and to promote a higher standard of skill.

Total Membership: 1891, 103; 1892, 86; 1893, 57; 1894, 472; 1895, 77; 1896, 87.

Initiation Fee, \$10; monthly dues, 50 cents; strike benefits, \$6 per week; accident, \$5 per week; death, \$25 to \$200.

Cost of Maintenance: Salary for officers for six months, \$21; rent, \$5 per month; other expenses—per capita tax to headquarters of Building Trades Council; accident, about \$50 annually; other charities, annually, \$25.

Strikes: None; only a few called out this year on account of shinglers and wages.

Schedule of Wages: \$3 per day; 8 hours per day.

Financial Condition: Good.

Recommendations: To enforce strictly the eight-hour law.

Bakers and Confectioners' Union No. 85, organized July 6, 1886, located at Sacramento, Cal.; Walter Frame, President; Charles F. Eulitz, Secretary.

Object: The union aims at the promotion of the material and intellectual welfare of all workmen in the baking trade: First—By organization. Second—By education. Third—By the reduction of hours of labor. Fourth—By gradually abolishing such evils as may prevail in the baking trade. Fifth—By establishing labor bureaus wherever possible. Sixth—By assisting members in legal causes, in matters concerning the union. Seventh—By agitating the abolishment of night work.

Total Membership: 1891, 31; 1892, 34; 1893, 36; 1894, 29; 1895, 26; 1896, 28.

Initiation Fee, \$5; monthly dues, 50 cents.

Benefits: Strike, \$8 per week; sickness, 50 cents; death, \$1 per capita.

Cost of Maintenance: Rent, \$5 a month; other expenses, International Union, 25 cents a month.

Average Amounts Paid in Benefits Annually: Strike, \$200.

Strikes: No general strike; only one shop of five members, on account of non-employment of women.

Schedule of Wages: Not less than \$14 per week; 10 hours per day.

Financial Condition: Balance on hand, \$124 30.

Recommendations: Sanitary bake-shops; a law like the one they have in the State of

New York, and an inspector to look after the places; we are in need of a man to look after the bake-shops like those in San Francisco.

Local Union No. 22 of the United Brotherhood of Carpenters and Joiners of America, organized January 29, 1882, located at I. O. O. F. Hall, Seventh and Market streets, San Francisco, Cal.; P. H. McCarthy, President; C. Anderson, Recording Secretary; N. L. Wandell, Financial Secretary.

Object: The objects of the United Brotherhood are to discourage piecework, to encourage an apprentice system and a higher standard of skill, to cultivate feelings of friendship among the craft, to assist each other to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to furnish aid in cases of death or permanent disability, and of legal and proper means to elevate the moral, intellectual, and social condition of all members, and to improve the trade.

Total Membership: 1891, 685; 1892, 639; 1893, 410; 1894, 318; 1895, 264; 1896, 874.

Initiation Fee, \$10; monthly dues, 50 cents.

Benefits: Strike, \$1 per day; accident, \$5 per week; death, \$200 from headquarters.

Cost of Maintenance: Salaries, \$15 per month; rent, \$20 per month; other expenses—per capita tax to headquarters, 20 cents per member.

Average Amounts Paid in Benefits Annually: Accidents, about \$250; charities, donations, etc., \$150.

Strikes: Only small strikes, which have been speedily adjusted.

Schedule of Wages: \$3 per day; 8 hours per day.

Financial Condition: Good.

Recommendations: The passage of a State eight-hour law similar to the National eight-hour law, as the present State law is left with the pleasure of the Attorney-General.

American Bakers' Union No. 51, of California, organized March 13, 1887, located at 818A Howard Street, San Francisco; J. J. Barrett, President; M. Buckley, Secretary.

Object: Regular hours, fair wages, and prevention of degrading conditions of labor; also, improvement of sanitary condition of shops.

Total Membership: 1891, 104; 1892, 101; 1893, 105; 1894, 103; 1895, 100; 1896, 102.

Weekly Dues: \$1.

Benefits: Strike, \$7 per week; disemployment, \$3 per week; death, \$1 per member assessed.

Cost of Maintenance: Secretary's salary, \$5 per month; rent, \$20 per month.

Average Amounts Paid in Benefits Annually: Disemployment, \$1,000.

Schedule of Wages: \$20 first hand, \$16 second hand; 10¼ hours per day.

Financial Condition: Good; money in bank.

Recommendations: Some means to enforce six-day law in German, French, and Italian shops; protection of the public against impure and adulterated stuff in pies and cakes; compulsory law for ten hours per day, six days for a week, as all German, French, and Italian shops work seven nights and average fourteen hours per night, at wages averaging \$7 50 per week, with board not worth more than \$1 50 per week.

Journeymen Stonecutters of America, located at Los Angeles, Cal.; J. M. Shields, President; C. E. Bly, Secretary.

Object: To rescue the trade from dangers surrounding it, and by mutual efforts to place ourselves on a foundation sufficiently strong to prevent further encroachment. We propose to establish an apprentice system, to encourage a higher standard of skill, and to cultivate a feeling of friendship among the men of our craft.

Total Membership: 1891, 35; 1892, 35; 1893, 27; 1894, 30; 1895, 30; 1896, 25.

Initiation Fee, \$10; monthly dues, 45 cents.

Benefits: Strike, \$7 per week; death, \$100.

Cost of Maintenance: Rent, \$2 50 per month; stationery, etc., \$1 per month.

Schedule of Wages: 50 cents per hour; 8 hours per day.

Financial Condition: This is a branch union of the Stonecutters of North America. Our financial condition is perfectly solvent, but no money in the treasury. When money is needed, it is raised by means of levy on all the branches.

Division No. 398 of the Brotherhood of Locomotive Engineers, located at 127 North Main Street, Los Angeles, Cal.; Ed Dibble, President; R. W. Kelly, Secretary.

Object: Mutual protection, assistance, advancement mentally, morally, and in technical matters of direct benefit to our calling; to deal in a just and honorable manner with railroad companies, and as far as possible require just treatment from them.

Total Membership: 1891, 30; 1892, 34; 1893, 41; 1894, 61; 1895, 74; 1896, 77.

Initiation Fee, \$10; monthly dues, 50 cents.

Benefits: Strike, 50 cents per year; disemployment, as required; sickness, as required; death, \$75 for burial.

Cost of Maintenance: Expenses of delegates average \$150 per annum; rent, \$75 per annum; other expenses, \$40 per year.

Average Amounts Paid in Benefits Annually: Strike, \$40; disemployment, \$150; sickness, \$250; other charities, \$210.

Strikes: Nineteen members employed on Southern California Railway, who resigned during strike in June, 1894, are still denied employment. Their actions were against our rules, yet we believe it gross injustice to prosecute them, as they resigned honorably.

Schedule of Wages: 35 cents per hour; average, 10 hours per day.

Financial Condition: \$50 to credit.

Recommendations: Some check on the proscription of employes by railroad officials, and a modification of the company employe law, holding railroad companies responsible for injustice to employes unless such injury is the result of the employe's negligence.

STRIKES.

RAILROAD STRIKE.

On June 29, 1894, the employes of the Southern Pacific Railroad Company were ordered out, in sympathy with Pullman, Illinois, strikers. The strike was general on the Coast, affecting all railroads hauling Pullman cars. It was the result of a conference of the leading officials of the American Railway Union, and was most disastrous in its nature, not alone to the individual striker and his family, who suffered from loss of food, but to the fruit-grower who was unable to ship his product—coming as it did at a time when the fruit was just ripening and needed rapid handling—it was particularly severe, as it caught him unprepared to either dry or can an extraordinarily bounteous crop; and many who were depending on the season's returns to pay off accumulating interest on mortgages were obliged to stand by and see their season's work rot on the ground for want of transportation.

The railroad company filled the strikers' places as fast as practicable from the great numbers of railroad men who flocked here from all parts of the United States upon learning of the strike, and on July 26, 1894, or about twenty-seven days from date of beginning, they were able to again dispatch trains with regularity. So far as the strikers were concerned, the strike was not a success. The loss to them is estimated at \$1,000,000, while the loss to the railroad is estimated to be \$545,000. There were 11,537 employes thrown out of work, a majority of whom have never been réengaged.

A. R. U. INDICTMENTS.

Upon the receipt of the following communication from Local Union No. 310, American Railway Union, I interested myself in behalf of the persons affected:

AMERICAN RAILWAY UNION, LOCAL UNION No. 310, }
OAKLAND, CAL., May 9, 1895. }

HON. E. L. FITZGERALD, *Labor Commissioner, State of California:*

DEAR SIR: We, the undersigned, members of the American Railway Union, No. 310, do most earnestly request that you use your best efforts as Labor Commissioner to have the cases now pending in the United States courts settled with as little difficulty and delay as possible, as the present delay and uncertainty are working a great hardship on those who may be innocent.

(Signed:) JOHN FORREST,
President.

(Signed:) H. H. OVERLY,
Secretary.

As a result of the great railroad strike of 1894 the Federal Grand Jury found indictments against 130 persons who were charged either with the obstruction of United States mails or with killing engines, or both; two of whom (John Cassidy and John Mayne) were selected to be tried, as in the respective cases there were two charges against each of them: one charge was "obstructing United States mail"; the other was "killing engines at Palo Alto." They admitted the killing of the engines, but denied the stopping of United States mails; claimed the killing of the engines only constituted a civil action, and there was no disposition shown to obstruct. There were 112 witnesses examined, all of whom were paid by the United States Government, involving a great expense; as good a jury as it was possible to get together sat upon the case, and stood ten for conviction and two for acquittal.

After an unsatisfactory conclusion of these cases, the matter remained in statu quo for several months, the Department of Justice in the meantime issuing an order releasing the indicted strikers upon their own recognizance, leaving them with the accusations upon their shoulders, which in many instances militated against them in securing positions; and the railroad company absolutely refusing to reinstate them, placed them in the unenviable position of not being able to obtain employment and at the same time suffering for the common necessities of life. I took the matter in hand and interviewed United States Attorney Foote relative to the dismissal of the indictments. Having obtained his consent, I petitioned Attorney-General Harmon at Washington, requesting his immediate and favorable consideration of the matter, in the following letter:

SAN FRANCISCO, CAL., June 11, 1895.

HON. JUDSON HARMON, *U. S. Attorney-General, Washington, D. C.:*

DEAR SIR: Many petitions and personal applications by those interested have been presented to me, in my official capacity, begging me to interest myself in the matter of the indictments now pending against the members of the American Railway Union in the United States District Court for the Northern District of California. I am informed that, in the four cases tried, the Government had failed to gain a conviction; that the trials had extended over a period of six months and involved an expenditure of over \$20,000. The consensus of opinion here is that any further prosecution of the cases will terminate in the same unsuccessful and unsatisfactory manner.

Should you share this view, do you not think it would be proper and right to dismiss them? When I suggest this action, I do so after a careful consideration of the matter and without partiality to any one concerned, and feel that it is my duty to recommend the same to you.

There are between 120 and 130 now under indictment, who are compelled to remain here, who are out of employment, and whose only income is the small amount they can earn from time to time—scarcely a living; they are obliged to stay here, as an attempted removal would result in their being surrendered to the court by their bondsmen. It might occur to you that release upon their own recognizance would be a satisfactory adjustment of the matter; but this would hardly meet the exigencies of the case, as the fact of these untried indictments hanging over them debars them in many instances from obtaining positions. I could find many of them employment through applications for help made to this Bureau, if they were free to accept.

Now, therefore, I respectfully petition you in the interest of humanity and charity to give this matter careful consideration, to the end that the prayers of many of our citizens and myself may be heard, and these men freed from their miserable condition.

I have the honor to remain, sir,

Your obedient servant,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

DEPARTMENT OF JUSTICE, }
WASHINGTON, D. C., June 19, 1895. }

E. L. FITZGERALD, Esq., *Commissioner of Labor, San Francisco, Cal.:*

SIR: I have yours of the 11th inst., and beg to say that, as a result of the correspondence with the United States District Attorney, I have to-day instructed him, if, in his opinion, further prosecution of the cases referred to will be fruitless, to discontinue the same.

Respectfully yours,

HOLMES CONRAD,
Acting Attorney-General.

Following the receipt of this letter, United States Attorney Foote, on June 28, 1895, requested the dismissal of the indictments, which upon his petition were immediately dismissed.

SAN FRANCISCO, CAL., June 25, 1895.

JOHN FORREST, Esq., *President Local Union No. 310, American Railway Union, Oakland, Cal.:*

DEAR SIR: In reply to your favor of May 9th, in relation to the cases pending before the United States District Court, Northern District of California, permit me to say that I have this day received a letter from Hon. Holmes Conrad, Acting Attorney-General, in response to a letter that I addressed to the Department of Justice on the 11th inst. requesting a dismissal of all cases of the members of the A. R. U. now pending in said court. The said letter says: "I have this day instructed him (Attorney H. S. Foote), if, in his opinion further prosecution of the cases referred to will be fruitless, to discontinue same." I called on Hon. H. S. Foote to-day, and when shown this letter, answered me that, immediately upon receipt of these instructions, he would dismiss all the said cases. This letter of instructions will in all probability arrive to-morrow.

In view of this action taken by the Department of Justice, permit me to extend my heartfelt congratulations to the members of the American Railway Union.

Yours very truly,

(Signed:) E. L. FITZGERALD,
Labor Commissioner.

AMERICAN RAILWAY UNION, LOCAL UNION No. 310, }
OAKLAND, CAL., June 26, 1895. }

HON. E. L. FITZGERALD, *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: At a regular meeting of this union, your letter to our worthy President, John Forrest, stating the action you have taken and result of said action in having the indictments against American Railway Union men dismissed, was read, and a committee was appointed to tender you our heartfelt thanks for the manly action that you have taken, and we appreciate it more when we realize that your only motive was the good and welfare of the wage-earners. Our thanks come to you like the "widow's mite"; 't is all we have, and, though you have other friends more in evidence, you can never have any that will be truer or appreciate more the favor conferred on them than the members of Local Union No. 310, A. R. U.

(Signed:) H. H. OVERLY,
Secretary.

This action was received by the persons affected with great rejoicing, as the same removed from their shoulders a feeling of great restraint, for under the pending indictments they were obliged to remain within a reasonable distance of the scene of action, and any renewal of the case would require their presence. An embargo against them by the railroad, and a suspicious feeling as against them with other employers, they were powerless to help themselves, which only aggravated the punishment received for the defense of what they considered their principles. How-

ever, this is a matter upon which I will not comment; suffice it to say that, after a great loss of time and property, these unfortunate persons were deprived of a means of support during a period of dull times and slack business, with no opportunities available for bettering their condition; their names recorded upon what their former employers (the S. P. R. R. Co. officials) were pleased to call a "discharged list," which prohibited their further employment by the company.

Up to the present time I understand that some of those who remained neutral throughout the strike have been reinstated, and the daily press has from time to time recorded the alleged action of the company in removing the embargo against the men. In this regard, in an interview with Jerome A. Fillmore, Manager Southern Pacific Railroad Company, on July 17, 1896, he said: "The two thousand or more strikers who were on the discharged list of the Southern Pacific Company have been taken off, and orders given to the heads of departments to give them work whenever there is an opportunity; that is all the blacklist we have ever had against them. I do not know whether any of them have been put at work yet, but that is not our fault. If they were harmless in the strike matter, did no damage to our property, but went out on account of intimidation, etc., they are at liberty to go to work as soon as there is an opening. We discriminate between them by knowing the persons who did us harm."

SAN FRANCISCO PRINTING PRESSMEN'S STRIKE.

On September 13, 1895, the members of San Francisco Printing Pressmen's Union, No. 24, employed at the Schmidt Label and Lithograph Company, 17-21 Main Street, were ordered on a strike.

The grievance claimed was to try and induce the firm to pay the same scale of wages to their pressmen as was paid by other firms employing printers in this city.

In a letter to the Labor Commissioner, dated September 30, 1895, they say:

We have 10 men and 4 boys on strike. The accompanying scale of wages, as paid by the printers of San Francisco to their pressmen, is all we ask the Schmidt Company to grant us. For the past eight years the Schmidt Company have been treating their pressmen unfairly, each year compelling them to do more work than formerly. For instance, where a pressman formerly operated one or two presses, he is now compelled to operate three or four, and that at the same salary as they formerly received. All complaint of ill-treatment is considered just cause for discharge. The situation became unbearable, and the men saw only one way out of the difficulty, viz.: by striking. The Schmidt Label Company paid a dividend of 75 cents a share on the stock of the company this year.

On October 3, 1895, another letter was received, stating that 15 young ladies employed as press-feeders by the Schmidt Company went out the day previous, making 30 hands striking at that time.

At the request of a committee from the Pressmen's Union I called on the Schmidt Label Company, in reference to an adjustment of the difficulty, but they refused all overtures, stating that they would take care of it in their own way.

Appended see letters from Printing Pressmen's Union, No. 24:

SAN FRANCISCO, CAL., September 30, 1895.

MR. FITZGERALD, *Labor Commissioner, San Francisco, Cal.:*

DEAR SIR: At the present time several members of San Francisco Printing Pressmen's

Union, No. 24, are on strike at the Schmidt Label and Lithograph Company, 17-21 Main Street.

The strike is against a reduction in wages, and to receive better treatment from the firm.

On September 13, 1895, the members of the above-named union employed by the Schmidt Company were ordered out on "strike," to try and induce the firm to pay the same scale of wages to their pressmen as is paid by other printers of this city.

We have ten (10) journeymen and four (4) boys on strike. The accompanying scale of wages is being paid by the printers of San Francisco to their pressmen, and it is all we ask the Schmidt Company to grant us. For the past eight (8) years the Schmidt Company have been treating their pressmen unfairly, each year compelling each pressman to do more work than he formerly did. For instance, where a pressman formerly operated one or two presses, he is now compelled to operate three or four presses, for the same salary as he formerly received. A complaint against the ill-treatment by any one is considered by the firm a just cause for a discharge. The situation became so unbearable the men saw only one way out of the difficulty, and that was to "strike" against the unfair treatment they were being subjected to.

Respectfully yours,

(Signed:) F. O'NEIL,

Recording Secretary S. F. P. P. Union, No. 24.

P. S.—The Schmidt Company have paid a dividend of seventy-five (75) cents a share on the stock of the company this year.

SAN FRANCISCO, CAL., October 3, 1895.

MR. FITZGERALD, *Labor Commissioner, San Francisco, Cal.*:

DEAR SIR: I desire to call your attention to the fact that fifteen (15) young ladies employed by the Schmidt Company as press-feeders went out on strike on Wednesday, October 2, 1895. There are thirty (30) hands on strike at the present time.

Respectfully yours,

(Signed:) F. O'NEIL,

Recording Secretary, S. F. P. P. Union, No. 24.

SAN FRANCISCO, CAL., October 8, 1895.

MR. FITZGERALD, *Labor Commissioner, San Francisco, Cal.*:

DEAR SIR: On September 7, 1895, a committee of San Francisco Printing Pressmen's Union, No. 24, visited the Schmidt Label Company, 17 Main Street, and asked the firm to pay the pressmen in their employ the same scale of wages that is paid by the other employing printers in San Francisco, namely: eighteen (18) dollars per week for operating one cylinder press, or twenty-one (21) dollars per week for operating two cylinder presses (which is a lower rate of wages than a pressman receives in Eastern cities). After several unsuccessful efforts on the part of the Printing Pressmen's Union to amicably settle existing differences, and considering the injustice done the workmen by the firm in compelling them to operate three and four presses for the same pay that other pressmen working in other offices receive for operating one press, the union decided to call the workmen out on strike. The system in vogue was such that the employes were virtually compelled to perform ten (10) hours' work in an eight (8) hour work day, and receive only an eight-hour rate of pay.

There are now on strike eleven journeymen, four boys, and fifteen girls (press-feeders). The girls receive at least 50% less wages than is paid the same class of skilled labor in the Eastern States.

Label printing is high-grade work; it is special work; few pressmen have any practical knowledge of it; and exceedingly few are competent workmen in that branch of the business.

The chances of spoilage on the part of the pressman are many, and the cost very great.

The Schmidt Company is the only label house in San Francisco that does not pay the regular scale of wages.

(Signed:) S. P. KANE.

P. S.—We are satisfied to submit this case to the Typothetæ for adjustment, or to the Labor Commissioner (Mr. E. L. Fitzgerald), or to any committee of disinterested citizens.

(Signed:) S. P. KANE,
Chairman.

Mr. Schmidt says (January 12, 1896): "This trouble dates back to some seven or eight years ago, when they tried to make this a union shop. We told them we would not be dictated to by any union. While we had no objection to unions, we intended to run our business ourselves or close it, and gave them the alternative, union or Schmidt Label Company. They took Schmidt Label Company, and stayed. Ever since that they have been trying to make this a union shop, and

some time early in September, 1895, thinking they were strong enough, came to us with a demand that we pay a uniform price to our pressmen. I claim this to be an impossibility in this business. We always pay whatever a man can earn, and I would always prefer to pay the best wages, more than is demanded by the union, if the man is capable of earning it. These men, strangers to us, came here and said to us: 'You must do so and so—live up to union rules, etc., or we will order a strike.' We said, let our men come to the office, and if they have a grievance we will listen to it and try to rectify it. Instead of doing so, they called the men out. We simply filled their places and went ahead. Then, out of spite, they called out seventeen girls. We also hired new girls and filled their places. Of course it interfered with our business, but not seriously. We have heard nothing of it since, except in the way of arbitration. Once in awhile some of them come here and want to arbitrate. I tell them we have nothing to arbitrate. We have no feeling in the matter at all; have nothing against unions; they have threatened us; we really lost nothing—simply were inconvenienced considerably; they went out at a time when we were busy, but we got time on our orders and filled them. There were eight men went out who were earning from \$15 to \$22, and seventeen girls earning from \$4 50 to \$6."

STRIKE OF THE PAINTERS' UNION.

On March 9, 1896, the Painters' Union of San Francisco called a strike demanding an increase of wages, the use of the "card system," eight hours per day, and several minor matters. This strike had previously been called for the 2d of March, but it was decided to try and arbitrate with the Master Painters' Association, and the "walkout" was delayed one week on that account. The results of the arbitration not being satisfactory—the men clamoring loudly and protesting against the advice of the heads of union—a strike was called on the 9th. On March 11th, the Painters' Union claimed over 800 members, and all of the principal shops in the city. They said they had 600 men before they attempted the strike, and could call out all trades affiliated with the Labor Council; this, they believed, placed them in a very strong position. They claimed that the "card" was a benefit to the boss; that, as things are at present, the simple statement that a man is a painter entitles him to the benefits of union and allows him to join. If the "card" was in use an investigating committee would be appointed, authorized to pass on a man's competency, thus assuring bosses good mechanics, instead of the slop shop-men now employed. They say the union has never tried to place any restrictions on bosses discharging a man for incompetency, and that an equitable rate of wages would force them to bid and compete outside of a question of labor, which they believe to be right and just. By bringing labor into competitive bids it immediately lowers the scale of wages.

There was much enthusiasm at their meetings, which were held at "The Temple," on Turk Street—reports coming every few minutes from the standing committee appointed to district the city. This committee consisted of one hundred men, which was divided into ten sub-committees of ten men each.

In an interview with J. W. Rose, March 11th, he said:

"We are striking for \$3 per day, eight hours' work, and the working

card—working cards to be issued by Building Trades Council of San Francisco to all unions affiliated. Under union rules no man can work on job who has not one of these cards. We expect card system to regulate apprentices, compelling them to spend three years learning a trade."

A visit to some of the Master Painters, on March 11th, resulted as follows:

J. St. Dennis says: "I pay \$3; am willing to pay \$3, except to a few men for plain work, for which I pay \$2 50. I object to card for this reason: If they work from eight to four they count eight hours; from eight to two they count three fourths of a day. We will not recognize card or union; will go out of business first. If a union man is asked to do a bad part of work he will refuse; at the same time, he will not work with a non-union man. There are at least 2,000 painters in this city, and not more than 300 at work. Times are dull; very little work for any one. The Parrott building is the only big job. We have work enough to keep 100 men employed at present, but will throw up job if they do not go back to work soon. We have paid a good man, who understands mixing colors, \$3 50 per day. There are very few of the painters in this city who are capable of mixing their own colors."

Mr. Downing is willing to concede the men \$3 or more, believes in high wages, but will not recognize union or card. Asked his men to finish job; they would not do it; told them to get out; will hire whom he pleases.

Mr. Cooney, 141 Fourth Street, averages 20 to 25 men the year around; about 12 of them are on strike; pays from \$2 50 to \$3 per day; their work averages eight or nine months a year; will pay same as rest of bosses, but will not concede card; sent men out on job at Larkin Street; 200 men from union went out and took paint and brushes away; his men quit; have been stopped three times to-day; cannot do business these hard times and recognize "card system."

E. J. Smith, Stockton Street, thinks the men will go back. There are no big jobs except on Parrott building. "It is not a question of wages. We are full handed, and it discommodes no one. I pay from \$3 to \$3 50 to steady men. Under the 'card system' I would have to pay the man who cleans the job \$3 per day. These men cannot stand on their own feet; they have to get together to accomplish anything, and the one who 'hollers' loudest gets the biggest following. The bulk of the painters in this city are deep-water sailors who have helped to daub the vessel they came here in, desert, and branch out as painters—offer to work for less wages—run other men out. I am always looking for first-class men; will always keep a good man at work; would rather have good men at high wages than poor men at low."

March 12th.—At "The Temple," on Turk Street, they hold three to four meetings each day. The committee are reporting continuously, and say they are successful in getting men to stop work and join the union. In a conversation, several of the men stated that the reason they struck at this time was because there was very little work, and consequently it would work a hardship on no one—they would be out of work anyway. They are claiming new members all the time, and say that it now lays with the union whether the "card system" is put in use.

MASTER PAINTERS' ASSOCIATION.

P. N. Kuss, Statistician: "The first we knew of a strike was an article in the 'Call,' instigated by the Painters' Union, stating that unless we acceded to all of their claims they would strike, and if they struck would take jobs themselves, and thus ruin the business.

"Previous to this they had asked for the increase of wages, and we were willing to concede that. As soon as this article appeared I was visited by the walking delegates, who wished to learn if it was not possible to settle this matter without a strike. I told them I thought it could be done, and a meeting of the Master Painters' Association was called and we concluded to meet them. We then looked up the matter to see the possibility of their winning, and found that they only claimed 700 to 800 members, and that about 300 of those were regularly employed. We also found there were over 2,000 painters in San Francisco. This, then, was the starting point—2,000 painters in the city and only 300 employed; there was no possibility of their success. The Master Painters' Association had 40 members at that time. They made this proposition: that if we would accede to their conditions, they would agree to work for no one but the Master Painters, thus driving all others out of the business. This was impossible, as you can see; they could not keep their promise—there were too many of them and too little work.

"While we were negotiating a settlement they struck. The strike was declared on Monday, March 2, 1896, and was laid over for one week. A meeting of the Master Painters was called on Wednesday, and a committee of five was appointed to confer with them, and also to learn the inside of the 'card system.' Committee reported in favor of accepting the conditions with certain modifications, viz.: 1 foreman to 8 men; 1 apprentice to 4 men, and 1 laborer to 6 men, all to be under control of shop, and not of union.

"Master Painters refused to accept conditions, and it was not adopted. I had 30 men at work, but 10 of them quit and they were at once replaced. I lost no work, and was not delayed seriously. As I sum it up, there were 800 men in the union, 500 of whom were idle and 300 were at work; by out-voting the 300 employed, it gave some of the 500 a chance at their jobs, and they were out-voted, resulting as they knew it would."

James Rose, President of Painters' Union, says (June 12, 1896): "The strike was called for March 2, 1896, was put off until March 9th, pending a settlement of difficulties. It was then called, the men not being willing to wait longer; there were 1,500 journeymen painters, paper-hangers, and decorators called out. The matter has never been settled, and many are still out.

"It is safe to say 1,000 men lost a month's time. They are now getting from \$3 to \$3 50 per day, an increase of 50 cents per day; to a great extent they were the gainers by the strike.

"The union is still in existence and steadily increasing. There are to-day 850 men in good standing, and they are of the better class. The painters were called out only once during the Parrott building trouble; then the Building and Trades Council called out all the trades that were affiliated with it. This trouble was settled by agreeing to give no more work to scabs or non-union men. There was no loss of work by this strike; it was very dull anyway, and work was simply delayed. Quite

a remarkable fact concerning this strike was that there were 1,500 men striking, and no arrests made and no drunkenness.

"The 'Mr. Mahrs' matter was not due to the painters at all. It lay entirely with the Lathers' Union."

Harry Wagner, Secretary Master Painters' Association, says (June 12, 1896):

"From our standpoint, the strikers were not successful; what was gained was conceded previous to the strike; so, there was no necessity for going out; such of the men as are capable of earning it are given an advance of 50 cents per day. None of the shops are living up to card system, or are pretending to do so; the most of them are hiring men, not union men, when they wish. The strike was the means of losing lots of old work; many wealthy men used the strike as an excuse for not having work done. Shops that formerly run from 30 to 40 men are now running, in spurts, about one fourth of that number.

"The Association had two meetings with the union men previous to the strike, and had agreed to everything but the card system. The newspapers were undoubtedly favorable to the men. Personally, I did not lose much. Our Association is stronger than ever. Our Association has been in existence four years, and has increased in membership from 25 to 80—these men are in good standing. Formerly, members did not hold together, and the strike drove them into the Association. During the strike some of the bosses had to concede wages, and lost thereby—they figured to one scale and had to pay another."

That the strikers undoubtedly had the hearty good will of nearly all the trades-unions was evidenced by the offer of assistance that was made. Proffers of help came from every side, the Carpenters and Joiners' Union unanimously indorsed the strike, and, as is usual at such times, the membership of all trades-unions increased very rapidly. The members of the Master Painters' Association complained bitterly of the stand taken by the daily press as being very unfair, and biased entirely in the interests of the strikers. They said they were misrepresented in every way, and did not look for justice, as the papers were playing for popular favor.

Many tricks were resorted to to further the interests of the strikers, one in particular causing no end of annoyance to the bosses: Where men were wanted on unfinished jobs, union men would apply and be put to work along with the non-union men, and in a very short time they had all the non-union men ready to walk out—along would come a committee of strikers, and they would all leave together. When this happened five or six times a day, the bosses began to think the unions were carrying everything before them.

An unfortunate incident of the strike was the assaulting of C. A. Mahrs. This was a matter with which the painters had no connection whatever, but occurring at a time when they were striking was naturally thought to be their work.

As in all labor troubles of this magnitude, large numbers of unemployed men flock to the centers of disturbance, so painters of every description came to San Francisco, looking for employment. They filled the places made vacant by the strike, and when approached by the committees and asked to walk out, said they could not do so, as they were without money and in a strange country. In self-protection the striking painters were compelled to support them, thus adding a double

burden to the already over-taxed union. Many undoubtedly were not painters at all, but just came in with the rest, hoping to either get work or support, and for the time being they were partially successful. This is perhaps one of the greatest evils of the strike—the influx of unemployed attracted by a possibility of something, often they know not, and care not, what it is. It was feared at one time the strike would extend to the entire building-trades unions of San Francisco. This would have laid off about 10,000 men. The trades-unions seemingly having agreed that the working card was necessary to their mutual protection, and as evidence of their earnestness in the matter, the carpenters at work on the Parrott building told four non-union men they could not work there. They were induced to quit by some of the committee, and later in the day they slipped back and went to work. The carpenters heard of it, and in a moment were all excitement. They threatened to quit at once unless the non-union men were taken off. This was done.

In order to stop the influx of painters from outside towns, a committee was appointed to form unions throughout the State, also to meet all boats and trains and try to turn men back.

Regarding the "card" about which so much has been said, according to the strikers, the Master Painters do not wish to understand it, and claim that it is an imposition that the men are trying to foist on them; on the other hand, the men claim that it is a safeguard both to them and the bosses. In many respects it is an innovation in this part of the country. It is in general use throughout the East, and is said to be an unqualified success.

The "card" is a bit of pasteboard about five inches long, and two and one half inches in width. On one side is the inscription: "Progressive Brotherhood of Painters and Decorators of California, Local Union No. 1, of San Francisco. Masterly Working Card." In one corner is a space for name of member. On the back are these rules: "Section 1—Eight hours shall constitute a day's work. Working hours shall be between 8 A. M. and 5 P. M. All work done between 5 P. M. and 8 A. M. shall be rated time and one half. Fractional parts of a day shall be one quarter, one half, and three quarters."

There is another question upon which they are taking a decided stand, and that is the so-called apprentice system now in vogue throughout the State. They say the boys are not treated fairly; that the employer gets all he can out of a boy, giving him nothing in return. They pay \$5 or \$6 to begin with. He learns to mix, and does all the work about the shop for a year or two, then he is sent out on buildings. Perhaps they pay him \$7 or \$8 per week, and expect him to do a man's work. After that, if he asks for a raise, he is told he is not worth it. The whole thing in a nutshell is this: Boys are not taught their business; the boss uses them entirely for his own profit; they are kept in the poorest branches of the business and given no opportunity to become skillful. The boy is told he can only do the roughest kind of work, and that is only worth a small salary. These are a few of the wrongs we want righted.

On the 15th of March a committee of the Master Painters' and the Executive Committee of the Painters' Union met, looking to an harmonious settlement of the strike. All matters were discussed thoroughly, and while neither body was authorized to agree upon terms, it looked as if an amicable arrangement would be the result. But on

March 18th, at another meeting of the Master Painters, it was decided to oppose the "card system," and thus stopped all possibility of an adjustment. The strikers then decided to go into business for themselves and bid on jobs. They were assured of all the material necessary to carry on business with; the dealers agreed to furnish material without a cash deposit in advance, providing they were allowed to collect the first moneys payable under agreement. The strikers declared that they would take contracts at prices that would force the old bosses out of the business. They believed it possible to work on a coöperative basis, by dividing the union up in sections, each section to be composed of a certain number of men, these sections to accept work of all kinds, the proceeds to be turned into a general treasury, from which dividends could be drawn at stated intervals.

The Coöperative Painters' Union say that the Baldwin Hotel job netted the men \$3 50 per day, and that there would have been still something left to divide had not the treasurer decamped with the funds.

On the evening of March 21st the striking painters had a street parade and mass meeting. Thirteen hundred union painters marched through drizzling rain and muddy streets from "The Temple" on Turk Street to Metropolitan Hall, headed by a band and carrying banners, flags, and transparencies. The streets were thronged with people watching the demonstration. At the meeting many speeches were made expressing confidence in the ultimate victory of the strikers. At this time they claimed that all of the jobs in the city of any importance were tied up, and that if the "card system" was not accepted by employers on April 1st, there would be a general strike of all building trades. The Labor Council were determined to force recognition of the "card," and so matters stood up to the morning of the 25th of March, when most of the strikers resumed work, by the permission of the union, with such Master Painters as recognized the "card system." The card was still refused recognition by some of the bosses, and so far as they are concerned, the fight is still on. That the strike entailed great hardship and suffering on many is generally conceded. Many of the men say: "I cannot see my family suffer, and so am forced to accept terms that are obnoxious and unsatisfactory." One pleasing feature of the last days of the strike was the self-sacrificing manner in which the single men stood aside and allowed the married men to take the jobs offered. This kind of generosity is rarely met with nowadays, and deserves special mention.

The Master Painters were said to have devised a scheme whereby they could beat the unions. They were to work union men on such jobs as had members of the building trades employed, and non-union men on all other work. This was denied by the strikers, who said "no union men will go to work for a boss who has not acceded to all of the requirements of our union."

On April 1st, the "working card system" went into general effect in the building trades, and was refused recognition by the Master Painters' Association. The Grievance Committee and the Building Trades Council met the contractors and superintendent of the Parrott building on April 3d, and endeavored to have this job unionized. They failed to do so, and it was decided to call a strike of all trades employed on this building. When the workmen were leaving the building at 5 o'clock, they were served with a notice stating that:

"The Parrott building is struck April 4th, by order of the Building Trades Council.

"(Signed:) H. H. SANDERS.
"R. T. McIVOR."

In the evening the Council indorsed the strike and agreed to strike every unfair job in the city. This strike promised to be the largest this city had ever known.

On April 5, 1896, the permanent organization of the Trades and Labor Alliance was effected. It seemed to be the general impression that this body would be antagonistic to the Labor Council. On April 8th a compromise was made, whereby all the men employed on the Parrott building went back to work. The boycott against C. J. Bruschke and the San Francisco Furniture Company not being raised, this apparently ended what it was feared would become a general tie-up of labor.

The representatives of the Painters' Union say that the strike is not over, and never will be until the "working card" is conceded everywhere.

The Grievance Committee of the Building Labor Council, at a large mass meeting held on May 1st, began a campaign to enforce the "card system." Many of the trades were represented. A committee was appointed to canvass the city and see that each member of unions affiliated with the Council lived up to the "card."

The Labor Council intend conducting this campaign on strictly business lines. Each man will be given a certain amount of work to perform, he will be responsible for the work assigned him, and no one will be allowed to interfere with another's work. There will be three sets of books to be kept by a registrar (secretary). One book will be devoted to the men who have been ordered to strike. In this will be entered their names, trades, the name of the contractor and owner of the property, and the cause of the strike will also be entered in detail. The second volume will contain the names of the men who refuse to comply with demands of Council. In this book will be entered the names of men, their occupation, the location of job, the union to which they belong, name of contractor and owner of property, and their full reason for refusing to strike. In the third book will be kept a complete list of the unemployed men connected with the unions affiliated with the Labor Council, and there will also be a complete list of the "working cards."

There are men who have no money to pay for cards. Provisions have been made for these men, and a permit will be issued to them, bearing the seal and stamp of Council.

At a special meeting of the Building Trades Council on May 19th, it was decided to place a boycott on the Parrott building and the Emporium, by imposing a fine of \$5 upon every member of the affiliated unions who purchases or does business in the boycotted building.

FINANCIAL REPORT.

In submitting the financial statement of the Bureau for the forty-seventh fiscal year, which ended June 30, 1896, I desire to emphasize the fact that the most rigid economy has been practiced in every particular.

In taking charge of the office, I found only an office desk and two tables; the remainder of the furniture which I required for immediate use was borrowed from the Horticultural Commission. The offices then occupied at 220 Sutter Street were found to be wholly inadequate to meet the requirements of the work, and more commodious quarters, which could be had at the limited appropriation of \$50 per month, were found at 215 Sansome Street. These soon proved inconvenient, and necessitated the removal to 325 Sutter Street, where the Bureau is now located. A lease for three years was taken of the latter, at \$75 per month for the first year and \$100 per month thereafter. The extra amount of rent, exclusive of the \$50 allowed by the State, to cover a period of fifteen months, or to the end of the forty-eighth fiscal year, has been made up by popular subscription, elsewhere explained.

The last Legislature failed to make an appropriation for the maintenance of the Bureau in addition to the salaries of the Commissioner and deputy; however, the Act of 1889 provided for the appropriation of \$4,500 for salaries of assistants, traveling and incidental expenses, under which appropriation the work has been carried on.

The large amount of work undertaken necessitated retrenchment in every particular; therefore, the salaries of assistants were reduced to \$90, where \$100 was paid before.

Maintaining the "Free-Employment System," in addition to the regular work required by law, has required the straining of every department. Fitting up two offices, together with extra work required in addition to the regular current expenses of the department, necessitated the incurring of a deficiency in the sum of \$1,649 80, which the Board of Examiners readily and very kindly allowed. Although the work has been carried through at this figure, it was with the greatest difficulty, which has materially detracted from the efficiency of the department, which, with an adequate amount, could be made a most important and beneficial department to the people of our State.

Following is an itemized account of the actual expenses of the department, showing receipts and disbursements:

FINANCIAL STATEMENT OF THE BUREAU OF LABOR STATISTICS FOR THE FORTY-SEVENTH FISCAL YEAR, ENDING JUNE 30, 1896.

RECEIPTS.

Salary of Commissioner.....	\$3,000 00
Salary of Deputy Commissioner.....	1,800 00
Appropriation for rent, salaries of assistants, traveling expenses, and contingencies.....	4,500 00
Deficiency allowed by Board of Examiners.....	1,649 80

\$10,949 80

DISBURSEMENTS.

Salary account.....	\$8,040 00
Rent account.....	600 00
Traveling expense account.....	103 70
Expense account.....	2,206 10

\$10,949 80

SALARY ACCOUNT ITEMIZED.

Salary Commissioner (E. L. Fitzgerald).....	\$3,000 00
Salary Deputy Commissioner (C. L. Dam).....	1,800 00
Salary Special Agent (E. M. Greene).....	1,080 00
Salary Special Agent (O. C. Vincent).....	1,080 00
Salary Special Agent (T. E. Nelson).....	1,080 00

\$8,040 00

RENT ACCOUNT ITEMIZED.

Rent allowed by statute (12 months, at \$50).....	\$600 00
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TRAVELING ACCOUNT ITEMIZED.

1895—July 8—C. L. Dam to Sacramento.....	\$10 00
Aug. 28—E. L. Fitzgerald to Los Angeles.....	54 75
Sept. 9—E. L. Fitzgerald to Pleasanton.....	11 70
1896—Jan. 30—E. L. Fitzgerald to Glen Ellen, Stockton, and Sacramento.....	19 25
Jan. 30—C. L. Dam to Sacramento and Vallejo.....	8 00

\$103 70

EXPENSE ACCOUNT ITEMIZED.

Carpets.....	\$44 25
Repairing typewriter.....	7 30
Janitor.....	98 50
Moving.....	37 25
Photographing.....	2 50
Postage.....	129 00
Telephone.....	88 65
Directory.....	5 00
Stationery.....	136 75
Signs.....	154 50
Shades.....	22 15
Rubber stamps.....	28 60
Interpreting.....	5 00
Wood and coal.....	20 80
Press clippings.....	38 50
Reporting.....	132 75
Carpenter work.....	141 00
Expressage.....	18 20
Incidental expenses (agents).....	12 85
Guide.....	6 00
Extra work.....	544 00
Map.....	3 00
Telegraphing.....	24 87
Binding covers.....	3 75
Towels.....	5 50
Locks.....	2 25
Painting.....	7 50
Typewriter.....	50 00
Statistician.....	4 00
Glass.....	6 80
National Bureau Reports.....	16 43
Stove.....	5 00
Water.....	7 00
Furniture.....	397 30
Gas.....	1 05

\$2,206 10

RÉSUMÉ OF THE WORK OF THE DEPARTMENT.

First—*Free-Employment System.* Showing the operation of this branch of the work from July 15, 1895, to August 1, 1896, as follows:

Applications for employment:

Male	14,251
Female	4,669
Total	18,920

However, fully 30,000 persons have entered the doors of the Bureau in the course of one year, in the transaction of various business, many of whom sought employment, but did not register.

Positions secured:

Male	3,314
Female	2,531
Total	5,845

Of the 5,845, 5,514 were sent to work at specified wages and 331 by the "piece"; of the 5,514, 4,845 were provided with board and lodging and 1,029 "found" themselves.

Total monthly wages of 5,514	\$150,422 50
Board and lodging of 4,845 (estimated at \$20 each)	89,700 00
Total monthly earnings of help supplied	\$240,122 50

Or \$482,546 in two months, which is the average period of employment.

Should these 5,514 persons have purchased positions from employment agents, who claim to charge 10% commission on first month's pay, they would have been taxed \$15,042; and, under the statements of the employment agents, who claim two months the average period of service (testimony of agents), at the rate of 10% commission, the agents would receive 60% of first month's wages per year, or \$90,252, providing they would have to depend on paid employment agents for the necessary positions to keep them at work for one year. This sum analyzed shows \$7,521 per month, or \$1 37 per month per capita, which these 5,514 persons would pay for employment, showing that if this Department has been instrumental in keeping this number of persons in employment for one year, it has saved them the sum of \$90,252; and I feel free to state that those obtaining positions through the State office hold them for at least twice the length of time as compared to those who obtain positions through employment agents, for the reason that we do not fill orders of those who are unreliable, or furnish unreliable help.

To this may be added the amount saved by special rates on transportation of parties sent to labor at interior points:

Full fare	\$5,700 00
Special rate	3,800 00
	\$1,900 00

Since August 1st to date the work shows an increase of 25% upon the foregoing.

Second—*Employment Agencies.* Investigation shows 69 well-equipped employment offices—

Annual cost of maintenance.....	\$130,800
Annual cost of living of 69 agents and families.....	75,900
	<hr/> \$206,700

which are supported by the laboring people, without taking into consideration numerous small offices or adding to the above amount, as an item of expense, the no small amount paid in subsidies and commissions to employers. This enormous tax upon labor could be obviated by the establishment of two or three free-employment departments, with proper facilities for handling the work. Beyond this, the Department has been the means of obliging the agents to return \$1,040 in fees, in 458 cases.

Third—*Collection of Wages.* The Department has handled 1,424 cases of unpaid wages, and has assisted in the collection thereunder, \$52,155 72.

Other subjects handled are:

Fourth—*Time-Check System.* Showing the disadvantages under which labor is forced to operate.

Fifth—*Eight-Hour Day.* Showing defects in present statute which render the same inoperative, and the many violations which have occurred, with a history of the movement throughout the country.

Sixth—*Convict Labor.* Showing the status of this question in this and other States.

Seventh—*Japanese.* The full and complete investigation into the question; the only official investigation ever held in this country.

Eighth—*Industrial Report of the State, by Counties.*

Ninth—*Strikes and Lockouts.* Complete history of same in the State for the past thirty years.

Tenth—*Trades-Unions of California.*

Eleventh—*Bakeries.* Investigation of this industry from a sanitary and hygienic standpoint.

Twelfth—*Sweat-Shops.* Investigation of those in San Francisco.

Thirteenth—*Financial Report.* Showing receipts and disbursements of the Department of Labor.

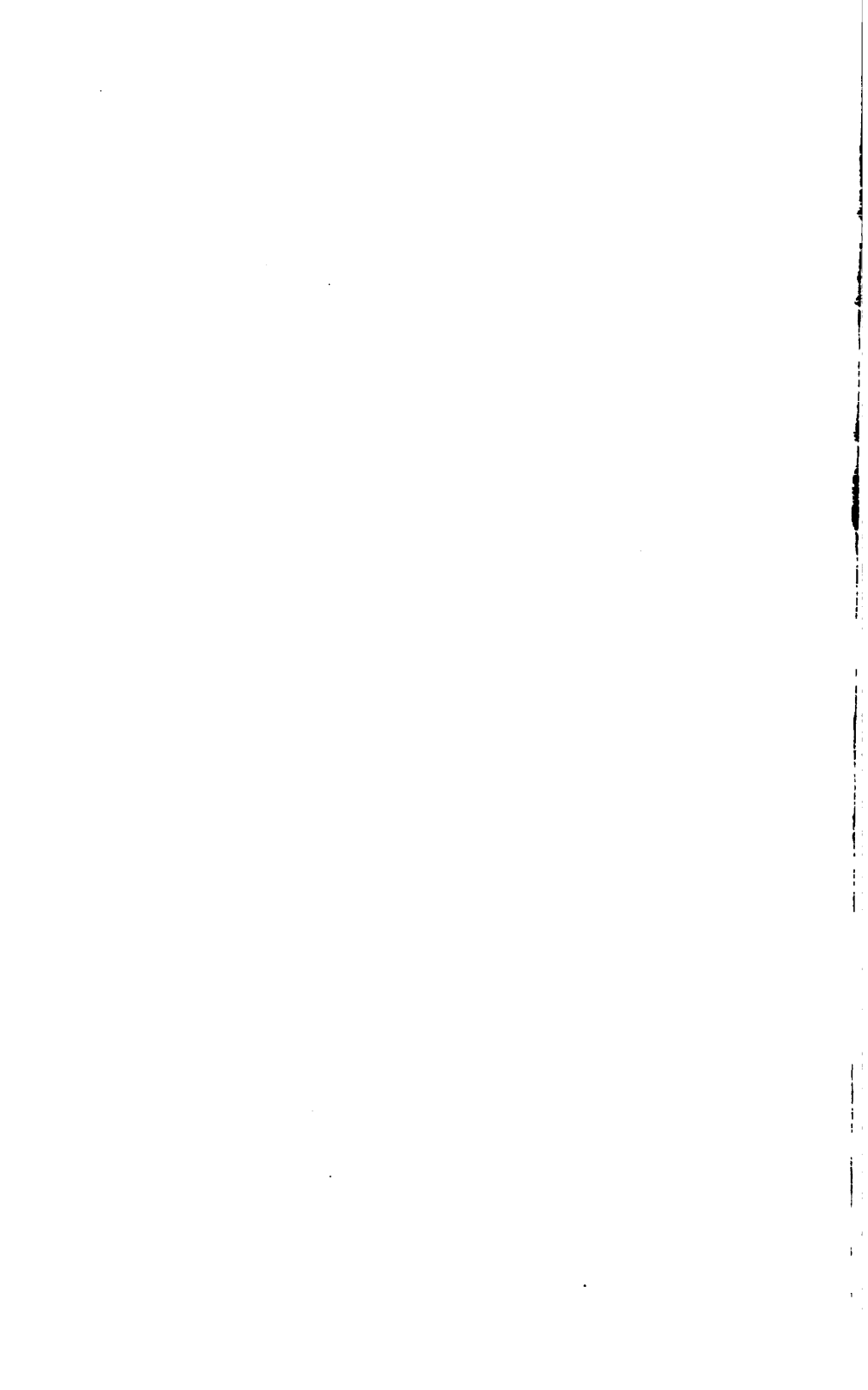
Fourteenth—*Laws and Recommendations.*

Fifteenth—*Appendix.* Statistical tables: (a) Including number engaged in gainful occupations; (b) Wages paid in all avocations; (c) Cost of living; (d) Details of manufacture, employers' statements; (e) Details of manufacture, employes' statements.

Recapitulation. Benefits which labor has derived through the practical operation of the Department from July 1, 1895, to August 1, 1896:

Employment agency fees saved to 5,514 persons.....	\$15,042
Transportation to interior points.....	1,900
Collection of wages (1,424 cases), \$52,155 72, most of which would have been entirely lost; however, allowing only 20% (which is the usual charge for collections), saving thereby.....	10,431
Return fees, employment agents (458 cases).....	1,040
Total benefits.....	<hr/> \$28,413

The good accomplished by the Department can hardly be measured by the pecuniary benefits derived by labor, as the work itself has been far-reaching in the relief extended in the many cases of direct distress, and calamities, involving the lives and welfare of parents and children, and has been averted through the assistance rendered. Many cases of destitution and desperation have been saved by the procurement of work





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